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## manpower and labour relations REVIEW

Economics and Research Branch, Department of Labour, Canada

### Current Manpower Situation

EMPLOYMENT increased substantially in May for the second successive month. Estimated employment in the week ending May 24 was 5,665,000, still under the year-earlier figure by 22,000. However, the employment increase in the two months March to May was 348,000, a considerably greater absolute gain than in the similar period in any of the past five years and, in percentage terms, equal to the record increase at the beginning of the boom in 1955.

An early arrival of warm weather this year altered the usual pattern in agriculture by advancing the seasonal demand for labour. In total, however, the upturn in farm operations has been close to normal, accounting for one third of the employment gain during April and May. Among the non-agricultural industries, construction, services, trade and forestry showed better-than-average gains. Employment in construction rose by 116,000, bringing the total up to last year's comparable figure for the first time this year. In forestry, employment increased contra-seasonally in this two-month period but was still down from last year by 30 per cent. The trend in the trade and services group continued steadily upward; estimated employment in these in May was 2.1 and 4.4 per cent higher respectively than in May 1957.

The substantial labour force growth of the past year is easing. From April 1957 to April 1958, the annual growth rate averaged 3.8 per cent, compared with a long term average of 2.2 per cent. These large additions to the labour force reflect the heavy immigration that prevailed during the last half of 1956 and the first of 1957. A slower rate of growth has been expected as a result of the sharp cutback in immigration during the past year. In May, the increase from a month earlier was less than half the comparable figure last year and as a result the year-to-year increase dropped to 2.6 per cent.

Unemployment declined sharply during the month, but was still much higher than a year earlier. As a percentage of the labour force, seasonally adjusted, the number of persons without jobs and seeking work fell to 6.6 per cent from 6.9 per cent in April. During the month, the number of persons on temporary layoff fell from 32,000 to 19,000. There was no significant change in the number on short time.

In all regions and in most local areas, the sharp rise in activity was reflected in a larger-than-usual drop in unemployment, although heavy surpluses of labour were still prevalent in most areas. At June 1, labour



demand and supply were considered to be in balance in less than 10 per cent of the 109 areas regularly surveyed, compared with more than 50 per cent last June.

Construction has been responsible for much of the surprisingly strong demand for labour of the past two months. Increased activity has been reflected in construction employment and has also stimulated activity in building supplies. Steel and lumber production, for example, have increased substantially in the past few months as a direct result of orders from the construction industry.

Two significant features characterize construction forecasts for 1958. The value of outlays in 1958 is expected to be higher than last year's record; and a marked shift in emphasis is anticipated, from industrial and engineering construction to housebuilding. The contrast with 1957 is particularly noticeable because of the sharp slump in housing in the early part of that year. For 1957 as a whole expenditures on housing, as a proportion of all construction outlays, dropped to 24 per cent from an average of 30 per cent in the three previous years. This proportion is expected to rise to 27 per cent in 1958.

Actual expenditures have followed the forecast pattern, at least during the first quarter of the year. The value of residential construction in this period was at an annual rate of some 18 per cent over the 1957 average, and non-residential construction was some 9 per cent lower. More recent figures show a continuation of the upward trend in housing. In the first five months, the number of housing units started was estimated to be 86 per cent greater than in the same months of last year; starts were higher in all regions, and in some were at record levels. Though sketchy, the evidence available on non-residential construction also suggests improvement in the past two months. The value of contract awards for industrial building rose significantly in May, and other non-residential building contracts remained well above last year's figures.

## **Recent Economic Developments in Canada and the U.S.**

Certain important characteristics of the current business slump are shared by Canada and the United States. In both countries total non-farm output held up until the fourth quarter, maintained by the continuing strength of the service industries. Differences, however, in the timing and the intensity of the decline are apparent between the countries. Industrial production, for example, began falling in February 1957 in Canada, preceding the American decline by six months; and in Canada the turning point in non-farm employment occurred earlier, too (May compared with August).

While weaknesses developed earlier in the Canadian economy than in the American, the slowdown in activities was more moderate in Canada. The total value of non-farm production fell by less than 1 per cent between the peak in the third quarter of 1957 and the first quarter of 1958. The United States, on the other hand, experienced a drop of 4 per cent in the gross national product from the third quarter peak to the first quarter of 1958. In Canada the current business recession was cushioned to a considerable extent by rising expenditures for consumer goods and services and increased spending on new residential construction, which had a stabilizing influence on employment, production and national income. Consumer goods spending declined, however, in the United States in the fourth quarter of 1957 and again in the



first quarter of 1958, while investment in new residential construction increased only moderately. The absence of these supporting strengths contributed to the relative severity of the decline in net output in the United States.

Recent trends in consumer durable goods expenditures differed noticeably between countries. In Canada consumer purchases of durable goods moved erratically in 1957, rising in the first and third quarters and falling in the other two, so that the annual average was slightly higher than in 1956. A rise of 7 per cent from the last quarter of 1957 to the first quarter of 1958 can be attributed largely to increased sales of passenger cars; new passenger car sales in the first quarter of 1958 were about 14 per cent higher than in the previous quarter, on a seasonally adjusted basis. In the United States consumer purchases of durable goods fell gradually during 1957, although the annual average remained higher than in 1956, and the largest decrease came in the first quarter of 1958.

The capital goods industries figured prominently in the current business decline in both countries. Investment in new machinery and equipment shows, after allowing for seasonal factors, a steady decline in Canada since the first quarter of 1957. By the first quarter of 1958 outlays, seasonally adjusted at annual rates, had fallen by 16 per cent compared with a 10-per-cent drop in investment in producer durable goods in the United States. In Canada the slowdown in capital investment resulted in a sharp drop in purchases of machinery and equipment from the United States, which, in turn, had an adverse effect on production and employment in the United States. The greater intensity of the decline in Canada can be attributed to the fact that weaknesses developed in the Canadian economy earlier. These weaknesses stemmed in part from a fall in exports. As early as the second quarter of 1957 plans for the expansion of plant facilities were being revised downwards by Canadian businessmen as world markets for some basic materials deteriorated. This was particularly true of mining and forest products, which were in heavy world demand during 1955 and 1956. Industries supplying these provided much of the stimulus to plant expansion in these years. The American economy is less sensitive to changing demands for basic materials so that the effect of falling markets for these commodities during 1957 was less severe than in Canada. Investment in capital goods, after allowing for seasonal factors, declined by only 1.6 per cent from the second quarter of 1957 to the end of the year in the United States, compared with a drop of 10.5 per cent in Canada. During the first quarter of 1958 the trends were reversed; investment in Canada changed little from the previous quarter while the United States experienced a decline of 8 per cent.

As in the 1953-54 recession, the changing pace of private investment was reflected in business inventories. A tendency towards lower investment in non-farm business inventory became apparent in both countries early in 1957, and by the last quarter moderate liquidation was taking place. In both countries inventory stocks fell still further in the first quarter of 1958 as production levels in some industries were cut well below consumption rates.

In the table overleaf the degree and range of the current decline can be observed for some of the leading business indicators in Canada and the United States. According to the National Bureau of Economic Research, business activity reached a peak in the United States in July 1957. In Canada the peak economic activity was reached in February of 1957.



# SELECTED ECONOMIC INDICATORS, CANADA AND THE UNITED STATES, 1957-1958

(Seasonally adjusted)

Indicators	CANADA <sup>(1)</sup>			UNITED STATES <sup>(2)</sup>		
	February, 1957	April, 1958	Percentage Change	July, 1957	April, 1958	Percentage Change
Index of Production, Total.....	291.9	278.5	- 4.6	145.0	126.0	-13.1
Manufacturing.....	291.3	270.2	- 7.3	147.0	128.0	-12.9
Durable Manufacturing.....	353.3	314.3	-11.0	162.0	133.0	-17.9
Non-Durable Manufacturing.....	251.6	242.0	-38.2	131.0	124.0	- 5.4
Mining.....	288.7	299.2	+ 3.6	128.0	109.0	-14.9
Index of Non-Agricultural Employment.....	123.7	118.2	- 4.5	120.7	115.6	- 4.2
Manufacturing Employment.....	118.4	109.4	- 7.6	104.9	92.5	-11.8
Department Store Sales (\$m).....	105.4	108.6	+ 3.0	138.0	131.0 <sup>(3)</sup>	- 5.1
Freight Car Loadings <sup>(4)</sup> .....	354.2	317.7	-10.3	85.0	72.0	-15.3

(<sup>1</sup>) Production: 1935-39 = 100; employment: 1949 = 100.

(<sup>2</sup>) 1947-49 = 100.

(<sup>3</sup>) Figure for March.

(<sup>4</sup>) Figures for Canada in thousands of cars.

Reductions in spending exerted heavier downward pressures on production, employment and income in the United States than in Canada. Since the reference peak in July, the American economy underwent an 11.8-per-cent drop in manufacturing employment and a 13.1-per-cent decline in industrial production (allowing for seasonal factors). Canada experienced relatively moderate declines of 7.6 per cent and 4.6 per cent respectively in manufacturing employment and industrial production since the February peak. Labour income, seasonally adjusted, rose in Canada by 3 per cent since the turning point in economic activity, while in the United States it declined 3 per cent.

While most indicators of business activity suggest that the current contraction has been somewhat milder in Canada than in the United States, unemployment has risen more quickly in this country than in the United States. Persons without jobs and seeking work were on the average about 71 per cent higher in Canada in the first four months of 1958 than in the comparable period last year. In the United States the increase over the same period amounted to 67 per cent. The sharper gain in Canada can be attributed to the rapid expansion of the labour force during 1957. The Canadian labour force was on the average 3.3 per cent higher last year than in 1956, compared with a rise of slightly less than 1 per cent in the United States. The record number of immigrants entering this country last year figured largely in the expansion of the labour force.

Recent trends of business activity are more encouraging in both countries. The index of industrial production moved erratically in Canada since the beginning of the year but the gains more than made up for the losses. Canadian industrial employment, seasonally adjusted, edged upwards in April after declining steadily for eight months. Average hours worked in manufacturing also increased from 37.2 in January to 40.0 in March. In the United States industrial production, seasonally adjusted, turned slightly in May after declining steadily for eight months. The decline in non-farm employment in April, seasonally adjusted, was the smallest in five months.



# Current Labour Statistics

(Latest available statistics as of June 10, 1958)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	May 24	6,031,000	+ 1.0	+ 2.6
Total persons with jobs.....	May 24	5,665,000	+ 3.9	- 0.4
At work 35 hours or more.....	May 24	3,552,000	-26.0	-30.9
At work less than 35 hours.....	May 24	1,972,000	+293.6	+359.7(1)
With jobs but not at work.....	May 24	141,000	- 9.0	+21.6
With jobs but on short time.....	May 24	45,000	- 8.2	+18.4
With jobs but laid off full week.....	May 24	19,000	-40.6	+58.3
Persons without jobs and seeking work.....	May 24	366,000	-29.1	+88.7
Persons with jobs in agriculture.....	May 24	739,000	+ 6.8	- 4.4
Persons with jobs in non-agriculture.....	May 24	4,926,000	+ 3.5	+ 0.2
Total paid workers.....	May 24	4,517,000	+ 4.2	+ 1.3
Registered for work, NES (b)				
Atlantic.....	May 22	92,200	-27.2	+64.1
Quebec.....	May 22	209,400	-21.6	+73.6
Ontario.....	May 22	185,000	-18.5	+81.7
Prairie.....	May 22	80,400	-29.8	+83.6
Pacific.....	May 22	74,800	-17.3	+98.9
Total, all regions.....	May 22	641,800	-22.3	+78.3
Claimants for Unemployment Insurance benefit.....	May 1	722,252	-16.0	+93.3
Amount of benefit payments.....	April	\$66,679,377	- 7.9	+65.1
Industrial employment (1949 = 100).....	April 1	112.9	- 0.1	- 4.3
Manufacturing employment (1949 = 100)....	April	108.3	+ 0.1	- 6.2
Immigration.....	1st Qtr. /58	21,243	—	-66.0(c)
Destined to the labour force.....	1st Qtr./58	10,457	—	-70.7(c)
<i>Conciliation Services</i>				
Number of cases in progress.....	April	827	+ 4.3	—
Number of workers involved.....	April	275,241	+12.2	—
<i>Strikes and Lockouts</i>				
No. of days lost.....	May	71,620	—	+51.4(c)
No. of workers involved.....	May	5,738	—	-19.4(c)
No. of strikes.....	May	33	—	-10.0(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	April 1	\$70.18	+ 0.2	+ 3.9
Average hourly earnings (mfg.).....	April 1	\$1.66	+ 0.4	+ 4.5
Average hours worked per week (mfg.).....	April 1	40.4	+ 1.0	- 1.7
Average weekly earnings (mfg.).....	April 1	\$67.02	+ 1.4	+ 2.7
Consumer price index (av. 1949 = 100).....	May 1	125.1	- 0.1	+ 3.3
Real weekly earnings (mfg. av. 1949 = 100)....	April 1	128.4	+ 0.7	- 0.8
Total labour income.....\$000,000	March	1,234	+ 0.2	+ 2.4
<i>Industrial Production</i>				
Total (average 1935-1939 = 100).....	April	276.4	+ 2.9	- 3.1
Manufacturing.....	April	273.0	+ 3.6	- 4.3
Durables.....	April	320.6	+ 3.3	- 6.9
Non-Durables.....	April	242.5	+ 3.9	- 1.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, April *Labour Gazette*.

(b) See inside back cover, April *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(1) The unusually large number working less than 35 hours was due to the Queen's Birthday being in the survey week.



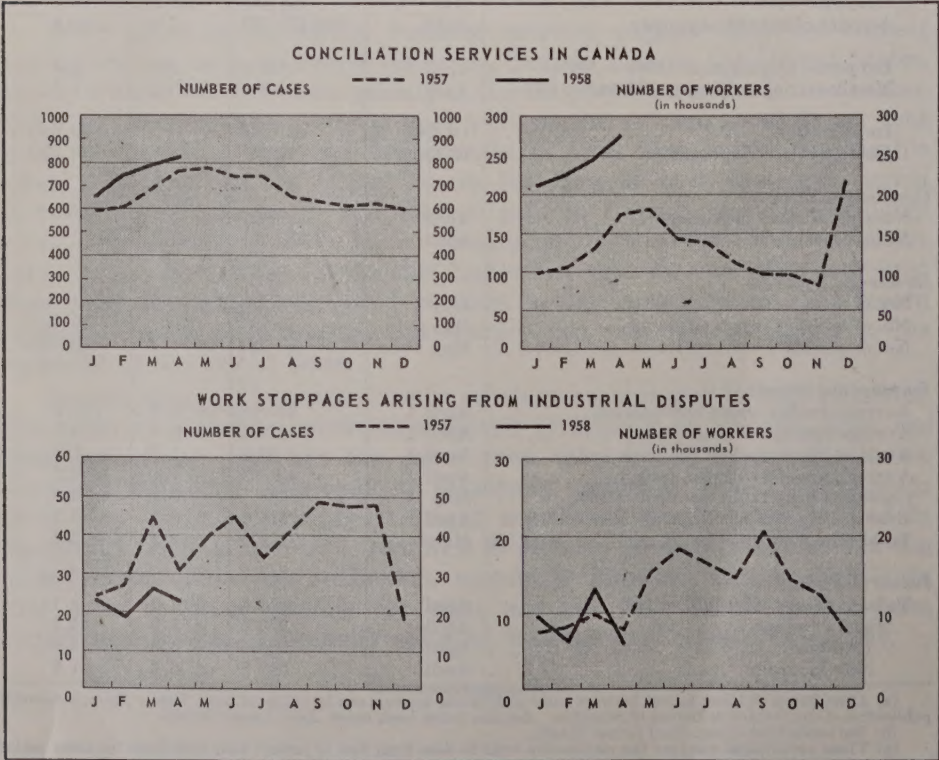
# Labour-Management Relations

## The Bargaining Scene

The bargaining scene at mid-June showed 347,150 workers in negotiation compared with 104,300 workers at the same time last year. A high proportion of current negotiations were in conciliation. This was the case not only in agreements involving a thousand or more workers, but, as shown by the chart below on conciliation statistics, in bargaining generally throughout Canada. In the first six months of 1957, the proportion of workers in negotiation who were at the conciliation stage dropped from 57 per cent at the beginning of the year to 25 per cent in June. This year it has risen steadily to almost 75 per cent in June.

Settlements in the one-thousand-or-over group this year have been few and the number of negotiations continues to increase rapidly. For example, in March only three settlements were reported covering 4,250 workers; in May the number had risen to 10 settlements covering 44,400 workers; this month settlements reported have dropped to six, covering 12,000 workers.

The six settlements reported this month were between Firestone Tire and Rubber Company of Canada Limited in Hamilton and the United Rubber, Cork and Linoleum Workers; Greater Winnipeg Transit and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees; the Fur Manufacturers' Guild Incorporated and the Montreal Fur Workers Union; the Vancouver auto dealers and repair garages and the International Association of Machinists; the Canada Wire and Cable Co. Ltd. and the





## THE BARGAINING SCENE JUNE 15, 1958

Bargaining Units of 1,000 or More Employees

May 1, 1958 to July 31, 1958

	Agreements	Workers
<b>In Negotiations and Terminating in Period</b> .....	82	368,050
Bargaining carried over from April .....	50	245,650
Terminating in period May 1-July 31 .....	32	122,400
<b>Settlements Achieved May 15-June 15</b> .....	6	12,000
<b>Negotiations Continuing at June 15</b> .....	72	347,150
Bargaining in progress .....	27	89,600
Conciliation in progress .....	43	254,300
Post Conciliation .....	1	2,000
Work stoppage .....	1	1,250
<b>Other Agreements Terminating in Period</b> .....	4	8,900

United Electrical, Radio and Machine Workers of America; and the Montreal Transportation Commission and the Canadian Brotherhood of Railway Employees and Other Transport Workers. These agreements ranged in duration from one to three years and provided from 5 to 28 cents an hour wage increases. The agreement with Firestone Tire and Rubber Company provided an increase of 5 cents an hour for piece workers and 6 cents for time workers with a lump sum of \$12.00 retroactive to the date of expiry of the previous agreement. In the contracts with the Greater Winnipeg Transit and the Vancouver auto dealers, the unions secured provisions for three weeks vacation after 10 years service. The contract with Canada Wire and Cable provided an employer contribution of 50 per cent towards the Ontario Hospital Plan and the Blue Cross Supplementary Plan. This is the first of the major agreements to report arrangements to cover public hospital plans.

Further negotiations are scheduled to begin soon. For example, important negotiations are about to take place between the United Automobile Workers and the automobile industry in Canada. Present contracts are in effect until August; the contract with General Motors of Canada Limited expires on August 1, that with Chrysler of Canada on August 15, and with Ford of Canada on August 31. In the negotiations with Ford and General Motors the union is asking for substantial wage increases, increased pension benefits, additional statutory holidays and four weeks paid vacation after 15 years of service.

The table overleaf shows the size of the increasingly heavy demands made on conciliation services in Canada this year. Even though more workers are bargaining this year than last, the present number of workers in conciliation—almost ten times the 1957 level—shows a higher proportion in conciliation this year.

Since the beginning of the year a large number of railway employees of the CNR and CPR have been in conciliation. The largest individual group under conciliation has been the non-operating trades and the conciliation



*Comparison of Conciliation Proceedings Among  
Units of 1,000 or More Workers 1957, 1958*

	1957		1958	
	Agreements	Workers	Agreements	Workers
February 15 .....	6	23,300	8	137,800
March 15 .....	6	21,800	12	146,450
April 15 .....	7	22,268	20	166,700
May 15 .....	15	57,300	28	215,500
June 15 .....	17	25,800	43	254,300

board is expected to present its report soon. The only major development in the past month has been the appointment of a conciliation officer in the negotiations between the CNR and the engineers. The status of negotiations in the railway trades is listed below.

<i>Non-operating trades</i> —CNR }	127,000 workers—in conciliation		
CPR }			
<i>Firemen</i> —CNR:	4,300	workers—in conciliation	
Mar. 31 —CPR:	3,100	workers—negotiating	
<i>Engineers</i> —CNR:	3,500	workers—in conciliation	
June 30 —CPR:	2,600	workers—negotiating	
<i>Trainmen</i> May 31 —CNR:	12,000	workers—negotiating	
May 31 —CPR:	9,000	workers—negotiating	

Other important areas of conciliation are: pulp and paper, logging, construction, packinghouse, transport, civic employees and various metal mining and processing industries. In Quebec, negotiations with the following pulp and paper companies are now in the conciliation stage: St. Lawrence Corporation, James MacLaren Co. Ltd., Anglo-Canadian Pulp and Paper Mills Ltd., and Abitibi Power and Paper Co. Ltd. The two unions, the Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC) and the National Federation of Pulp and Paper Workers (CCCL), are asking for employer contributions to insurance plans, improved vacations and statutory holidays, a guaranteed wage plan and various wage increases. In British Columbia, 34,000 workers are covered by negotiations which began in April and are now in conciliation between the International Woodworkers of America and various logging and lumber manufacturing companies. In construction four major agreements are at present undergoing conciliation proceedings, two in Ontario, one in Nova Scotia and one in Alberta. About 6,000 truck drivers and maintenance men in Southern Ontario are affected by negotiations being conducted between the Teamsters union and the association representing 70 transport employers. The union has asked the Automotive Transport Association for wage increases ranging from 50 to 60 cents an hour. Negotiations are at present in conciliation. In Toronto about 5,000 workers are affected by conciliation proceedings between the City of Toronto and the Civic Employees Union and the Municipal Employees Association (inside workers). All of the large agreements, covering nearly 30,000 workers, in the metal mining and metal processing industries are at present in conciliation. Prominent among these are negotiations between the United Steelworkers of America in Kingston and the Aluminum Co. of Canada and the Steel Co. of Canada in Hamilton, and between the International Union of Mine, Mill and Smelter Workers and International Nickel Co. of Canada, Limited and Consolidated Mining and Smelting Co. of Canada Ltd.



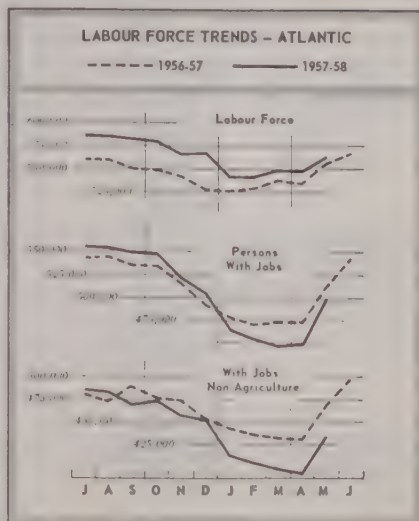
# Manpower Situation in Local Areas

## ATLANTIC

ECONOMIC activity in the Atlantic region showed a decided increase during May. In the five-week period ending May 24, the number of persons with jobs rose by 50,000 to 498,000. Much of this increase resulted from renewed activity in seasonal industries such as farming, fishing, construction, sawmilling and logging. Some improvement occurred, too, in manufacturing, as work began on new orders in shipbuilding and railway rolling stock firms.

Employment in the region remained lower than last year owing to weaknesses in some of the leading industries. Manufacturing employment, for example, was 7 per cent lower than last year. Much of this decline occurred in the pulp and paper and iron and steel products industries. In non-manufacturing, the largest year-to-year employment declines were in construction and transportation; decreases of 7.4 per cent and 3.9 per cent, respectively, were recorded in these industries. Housebuilding was a major source of weakness in this region; new units started were 9 per cent lower in the first four months of 1957 than in the comparable period last year. By contrast, all other regions recorded fairly sharp increases. Engineering and commercial types of construction increased slowly this spring but prospects were brighter than a year ago as a heavy volume of construction was planned for later in the year. Total contracts awarded in the first four months were substantially higher than in the same period last year.

Unemployment declined in all parts of the region during the month. Five of the 21 areas in the region were reclassified from the substantial to the moderate labour surplus category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 15 (4); in moderate surplus, 6 (15); in balance, 0 (2).



## Local Area Developments

**St. John's** (metropolitan) remained in Group 1. Unemployment declined more slowly than usual in this area owing to reduced hiring in construction. While the volume of construction planned for 1958 was at least as large as last year, few large projects have been undertaken so far. At the end of the month registrations of construction workers in this area were more than 50 per cent higher than a year ago. The fishing industry was very active during May so that most fishermen in the area had returned to work by the end of the month.

**New Glasgow** (major industrial) remained in Group 1. Employment increased substantially during the month, although unemployment was still well above last year's level. The recall of 450 metalworkers by Eastern Car Company



# CLASSIFICATION OF LABOUR MARKET AREAS—JUNE 1, 1958

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Quebec-Levis St. John's Vancouver—New Westminster Windsor	→ CALGARY → EDMONTON → HAMILTON → MONTREAL Toronto → WINNIPEG	→ OTTAWA-HULL	
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agri- cultural activity)	Corner Brook Cornwall Ft. William- Pt. Arthur Joliette Lac St. Jean Moncton New Glasgow Peterborough Rouyn-Val d'Or Shawinigan Falls Sherbrooke Trois Rivières	Brantford → FARNHAM-GRANBY Guelph Halifax → NIAGARA PENINSULA Oshawa → SAINT JOHN Sarnia Sudbury → SYDNEY → TIMMINS-KIRKLAND LAKE Victoria	→ KINGSTON → KITCHENER → LONDON	
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more in agriculture)	Chatham Rivière du Loup Thetford-Megantic- St. Georges Yorkton	Brandon → CHARLOTTETOWN Lethbridge → NORTH BATTLEFORD → PRINCE ALBERT → RED DEER Regina Saskatoon	→ BARRIE → MOOSE JAW	
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Drummondville Edmundston Fredericton Gaspé Grand Falls Kamloops Montmagny Newcastle Okanagan Valley Owen Sound Prince George Prince Rupert Quebec North Shore Rimouski Ste. Agathe- St. Jérôme St. Stephen Sorel Summerside Valleyfield Victoriaville Woodstock, N.B. Yarmouth	→ BEAUHARNOIS Belleville-Trenton → BRACEBRIDGE Brampton → CENTRAL VANCOUVER ISLAND → CHILLIWACK → DRUMHELLER Galt → KENTVILLE Lachute- Ste. Thérèse → LINDSAY Listowel Medicine Hat → NORTH BAY → PEMBROKE → PORTAGE LA PRAIRIE Sault Ste. Marie Simcoe St. Hyacinthe St. Jean St. Thomas Stratford → TRAIL-NELSON → TRURO Woodstock-Ingersoll	→ Goderich → SWIFT CURRENT → WALKERTON → WEYBURN	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see inside back cover of April issue.



Limited accounted for much of the employment gain. Short time was reported in two of the coal mines during May and little improvement was expected in June.

**Sydney** (major industrial) reclassified from Group 1 to Group 2. Employment expanded according to the usual seasonal pattern in this area. Job opportunities for construction workers increased steadily as work commenced on several large building projects. Most fish packing plants in the area were busy although catches were reported below normal. Employment increased slightly in coal mining and steel manufacturing, the largest industries in the area.

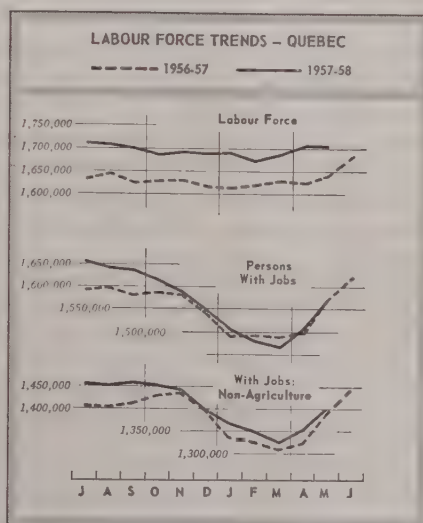
**Saint John** (major industrial) reclassified from Group 1 to Group 2. Activity at the Saint John dry dock reached the highest level in more than two years. In most other lines of manufacturing, employment either held stable or increased. In construction, employment prospects were brighter than this time last year; skilled tradesmen were expected to be in heavy demand this summer.

**Charlottetown, Kentville and Truro** (major agricultural and minor) reclassified from Group 1 to Group 2.

## QUEBEC

EMPLOYMENT rose in the Quebec region during May, as outdoor activities picked up seasonally. However, continuing weaknesses in manufacturing industries offset, in some measure, employment gains made in the construction, forestry, and service industries. At May 24, the number of persons with jobs was estimated at some 1,570,000, the same as a year ago but a rise of some 61,000 over a month earlier. The number of persons without jobs and seeking work declined more than seasonally, to 7.9 per cent of the labour force, compared with 4.7 per cent last year.

Despite cold weather, market gardening provided work for many during the month, and agricultural employment, though remaining below last year's level, showed a strong increase. The pulpwood drive was in full swing in most of the region and in some areas summer cutting had begun. However, quotas were down from last year and considerably fewer men were working in the woods than a year ago—at the middle of the month, some 40 per cent fewer. Registrations of loggers at NES offices in the region were some 77 per cent higher than a year ago. With road restrictions lifted and construction demands intensified employment rose in sawmills and in the manufacture of wood products. While many pulp and paper mills were still operating on reduced hours, a number of mills were again working at capacity, and in general the employment situation in the



industry was stable. Work was intermittent in many textile plants in the region and there were some layoffs during the month. Employment was particularly weak in the manufacture of men's clothing.

Employment rose in the manufacture of iron and steel products and in transportation equipment, though remaining below last year's level. Employment also rose in the service industries and in retail trade, maintaining a moderate advance upon last year's level of employment in these sectors. Housing starts were substantially higher than a year ago, the number increasing more than seasonally over the month.

Three of the 24 labour market areas in the region were reclassified during the month, from conditions of substantial to moderate labour surplus. At June 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 18 (6); in moderate surplus, 6 (14); in balance, 0 (4).

### Local Area Developments

**Montreal** (metropolitan) reclassified from Group 1 to Group 2. At April 1 employment was only 2.5 per cent below a year ago and, as a result of a strong upturn in construction, services and parts of manufacturing, this gap has probably been eliminated. However, the number of jobless was higher than a year ago at the beginning of June. Employment rose in the manufacture of iron and steel products with rising production of structural steel, sheet metal, and primary iron and steel. Activity increased in the manufacture of transportation equipment during the month with employment stabilizing in aircraft plants. However, employment in both these industries (iron and steel products, transportation equipment) was at a level substantially below last year's. While the number of housing starts in the first quarter of 1958 was higher than last year's corresponding figure, inclement weather and a reduction in the volume of industrial building kept employment below the level of a year ago. Employment in retail trade and the service industries rose during the month, maintaining slight year-to-year gains.

**Quebec-Levis** (metropolitan) remained in Group 1. Production and employment in most primary and secondary textile plants were low for the time of year. Employment rose in the manufacture of wood products during the month, and pulp and paper mills were hiring for the season. Activity in construction rose, and activity in the shipyards remained fairly brisk. Total employment in the area was close to last year's level during the month.

**Farnham-Granby** (major industrial) reclassified from Group 1 to Group 2. Unemployment fell seasonally during the month in construction, transportation and the service industries. Layoffs occurred in clothing plants, but in Granby, production and employment rose in primary textiles.

## ONTARIO

THE EMPLOYMENT situation in Ontario continued to improve during the month. The number of persons with jobs at May 24 was estimated to be 2,093,000, an increase of 41,000 from the previous month but about 19,000 lower than a year earlier. The year-to-year decline occurred entirely in agriculture; employment in non-agricultural industries was higher than a year ago. In fact, the increases in non-agricultural employment in the last two months was greater than in the corresponding period in the last five



years. Unemployment declined substantially but remained much higher than a year ago.

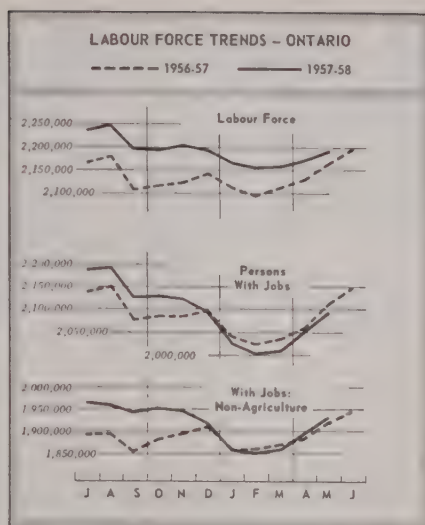
Construction continued to play a decisive part in the increase in employment, by creating an estimated one-third of the new job opportunities and by stimulating activity in a number of other industries. The number of housing units started in April was almost twice as high as in April 1957; starts in the first four months this year were more than double those in the corresponding period last year. Although the pace of construction activity was somewhat slower in May, the rate of housing starts remained much higher than a year before. In addition, the effect of extensive commercial and institutional construction in larger centers and of pipeline construction in Northern Ontario was being increasingly felt in the employment market. The iron and steel and wood products industries remained the principal beneficiaries of the construction boom, but its effect was also felt in the home appliances and chemical industries.

The iron and steel industry operated at about 80 per cent of capacity. Orders to steel mills showed a decided upswing as wholesalers and industrial consumers began a gradual build-up of their low steel inventories. Employment in transportation equipment showed little basic change. Motor vehicle production increased moderately over the month but remained about 20 per cent below that of a year ago. It is worth noting that motor vehicle sales declined only by about 6 per cent, accumulated inventories and imports making up the difference between production and sales. Seasonal causes accounted for increased employment in transportation and services, and at the same time were responsible for a slight reduction in employment in the farm implements industry. Employment in forestry increased seasonally, but did not reach last year's level. The decline was due mainly to the continuing low demand for forestry products for export. Agricultural operations were hampered during the month by unfavourable weather conditions.

Thirteen of the 34 labour market areas in the region were reclassified during the month, seven from the substantial to the moderate surplus category, and six from the moderate surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 5 (0); in moderate surplus, 22 (6); in balance, 7 (28).

### Local Area Developments

**Metropolitan Areas.** *Hamilton* reclassified from Group 1 to Group 2. Construction activity, including commercial and institutional construction, increased substantially. New orders for iron and steel products resulted in the recall of steelworkers. The demand for labour from the heavy electrical equipment industry increased, but electrical household appliances were slack and experienced some labour cutbacks. *Ottawa-Hull* reclassified from Group 2 to Group 3. Employment increased considerably during the month; there

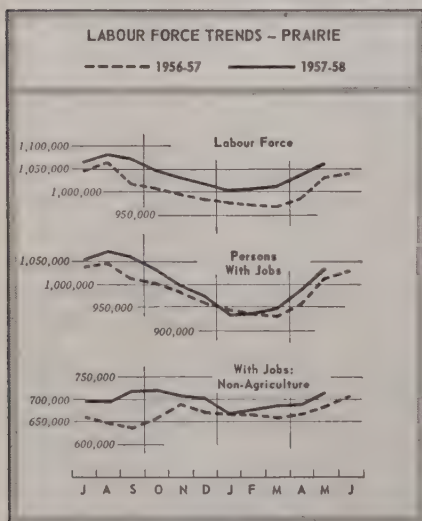


was a strong demand for labour in most occupations, particularly for both skilled and unskilled construction workers. A heavy demand for farm workers was met by bringing in workers from the Maritime provinces. *Toronto* remained in Group 2. The employment situation continued to improve, mainly as a result of increased demand for construction workers and farm labour. The iron and steel and wood products industries reported new hirings. Production of automotive supplies and electrical apparatus remained low. Seasonal layoffs occurred in the farm implements industry. *Windsor* remained in Group 1. Unemployment declined slightly, due to new activity in construction and agriculture, but the labour surplus remained high, mainly as a result of curtailed automobile production.

**Major Areas** reclassified from Group 1 to Group 2: *Niagara Peninsula, Timmins-Kirkland Lake*. Reclassified from Group 2 to Group 3: *Barrie, Kingston, Kitchener, and London*.

**Minor Areas** reclassified from Group 1 to Group 2: *Bracebridge, Lindsay, North Bay, and Pembroke*. Reclassified from Group 2 to Group 3: *Walkerton*.

## PRAIRIE



EMPLOYMENT rose markedly in the region during May. Persons with jobs at May 24 were estimated at 1,033,000, an increase of 46,000 from the month before and a gain of some 18,000 from a year ago. Unemployment, although considerably higher than a year ago, declined sharply and was lower in the Prairie region than in any other region in Canada.

Marked increases in non-agricultural industries were responsible for almost 60 per cent of the gain in employment. Major increases were reported in construction, which has shown a strong upswing since spring, particularly in Manitoba and Saskatchewan. Transportation employment continued to rise as

road restrictions were lifted and rail and water shipments increased. Manufacturing employment increased throughout the region but remained below the level of last year, owing to weaknesses in the manufacture of iron and steel, transportation equipment and non-metallic products.

A notable feature of the Prairie employment picture this year was the sharp increase of employment in April and May. Employment rose by some 87,000 during these two months, the largest gain for any comparable period since 1953. A sharp increase in non-agricultural industries was mainly responsible for this record employment gain. While favourable weather in April made it possible for farm operations to start early, some slowdown was evident during May, partly because of dry soil conditions. As a result the employment increase in agriculture was substantially smaller in May than in April.



Since the beginning of the year the trade, finance and service industries have been an important support to total employment. Construction, which was down 6 per cent during the first quarter of the year, picked up considerably in April; residential construction especially, but also business and engineering construction, showed strong gains. Employment in the transportation industry increased seasonally, narrowing slightly the year-to-year decrease in employment in this industry. Manufacturing employment was 3 per cent lower in the first quarter of 1958 than a year before. However, some strength was registered in the industries processing agricultural products.

Eleven of the 20 labour market areas were reclassified during the month. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 4 (0); in moderate surplus, 13 (0); in balance, 3 (19); in shortage, 0 (1).

### Local Area Developments

**Winnipeg, Edmonton and Calgary** (metropolitan) reclassified from Group 1 to Group 2. At the beginning of April, employment in Winnipeg was at last year's level but was slightly lower in Calgary and Edmonton. However, construction employment has advanced markedly since late spring, resulting in gains in manufacturing, especially in industries producing building materials. An upswing was also evident in the transportation and service industries.

**Fort William-Port Arthur** (major industrial) remained in Group 1. At the beginning of April, employment was some 4 per cent higher than a year ago. Unemployment, however, was very high, mainly as a result of more-than-seasonal declines in logging employment. During April and May employment rose seasonally in the transportation and construction industries. Metal mining employment declined during the past two months.

**Moose Jaw** (major agricultural) reclassified from Group 2 to Group 3.

**North Battleford, Prince Albert and Red Deer** (major agricultural) reclassified from Group 1 to Group 2.

**Swift Current and Weyburn** (minor) reclassified from Group 2 to Group 3.

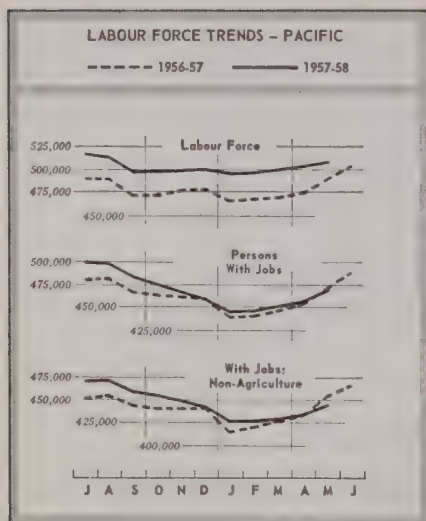
**Portage La Prairie and Drumheller** (minor) reclassified from Group 1 to Group 2.

### PACIFIC

ACTIVITY in the Pacific region dropped sharply last winter and, although hiring in most industries has since increased seasonally, there has been no significant rise in the basic level of employment. In April, the industrial employment index, seasonally adjusted, was still down 10 per cent from last year's peak, and average hours worked in all industries were moderately lower than a year earlier.

The picture improved moderately in May. The number of persons with jobs was estimated to be 471,000 in the week ended May 24. This figure was 14,000 more than a month earlier, a larger increase than usual, but 3,000 less than a year earlier. Unemployment declined somewhat more than usual but remained well above last year's level.

To some extent, the retarded upturn reflects a continued market weakness for the products of some of the major industries of the region. In metal mining, the employment downtrend that started early in 1957 continued throughout the first quarter of 1958 and in the 12 months ending in April had declined by



25 per cent. In shipbuilding the construction of new government ships and maintenance work on naval vessels fell off this spring and was only partly offset by increased commercial orders; total employment in April was down 20 per cent from a year earlier.

Seasonal recovery in construction and forestry this year has been slowed down by labour-management negotiations. In the construction industry, the amount of work in prospect is only slightly less than last year as a result of a record residential building program. Work progress has been slowed down, however, by a month-long strike against the Heavy Construction Association, and more recently by a lockout of

plumbers and pipefitters, a dispute still unsettled at the beginning of June.

The demand for B.C. lumber in the domestic market has been stimulated by increased house building, and in overseas markets by a drop in ocean freight rates during the past year. In contrast to most of last year, production and shipments of lumber to all markets showed a year-to-year gain in the first quarter of the year. As a result, sawmilling employment has risen considerably since the beginning of the year. Logging employment has increased more slowly, however, because of high inventories of logs in the water, to which employers are reluctant to add until negotiations on a new union contract are concluded.

Unemployment declined steadily in all parts of the region. At June 1, the 10 local areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 6 (1); in moderate surplus, 4 (6); in balance, 0 (3).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan) remained in Group 1. Employment in April was about 6 per cent lower than a year earlier, the decrease being common to all industries except the transportation, communications and storage group. The lockout of some 900 plumbers and pipefitters has not stopped work on local construction, which so far this year is appreciably greater than in the same period in 1957. This dispute, however, together with a strike of about 400 members of the Seamen's International Union against the Canadian Pacific British Columbia Coastal Service, and the unsettled negotiations in the lumber industry, has contributed to a relatively slow seasonal rise in employment this year.

**Victoria** (major industrial) remained in Group 2. Employment in April was down 7 per cent from a year earlier, the decline being concentrated largely in shipbuilding and, to a lesser extent, in wood products. The rate of hiring during the past month suggests that it has not improved significantly from a year ago. Unemployment continued to be much higher than a year ago.



# NOTES OF CURRENT INTEREST

## **Strike over Diesel Issue Ends on Third Day**

On Sunday, May 11, at 6 a.m. local Standard Time across Canada, the Brotherhood of Locomotive Firemen and Engineers (CLC)—for the second time in 16 months—went on strike against the Canadian Pacific Railway Company in their dispute over the employment of firemen on diesel locomotives in freight and yard service. The strike ended on its third day, shortly before midnight Tuesday, May 13.

Both parties retreated from their previously adamant positions, the Brotherhood agreeing that firemen were not necessary on diesel locomotives in freight and yard service, the Company agreeing to retain all firemen then employed.

The Brotherhood first struck over this issue on January 2, 1957. This walkout ended January 11, when both parties accepted the Government's offer to submit the dispute to a Royal Commission (L.G., Feb. 1957, p. 159). The Royal Commission reported in February this year (L.G., March, p. 256) that it had come to the conclusion that firemen were not needed on diesels in freight and yard service. The report was accepted by the Company but rejected by the Brotherhood.

A chronological summary of the dispute follows:

*February 1956*—Negotiations begin for collective agreement to replace one expiring March 31. Brotherhood makes wage demands, Company counters with proposal that firemen be removed from freight and yard diesels.

*May 1956*—Conciliation board appointed with Judge J. C. Anderson of Belleville, Ont., as Chairman.

*December 1956*—Majority report of conciliation board supports Company's proposal and recommends 12-per-cent wage increase. Minority report supports union's opposition to removal of firemen.

*December 12, 1956*—CPR announces readiness to implement board's majority report. Brotherhood rejects the offer and announces decision to take a strike vote.

*December 28-31, 1956*—Talks between disputants in Ottawa, with Minister of Labour Milton Gregg and Acting Prime Minister C. D. Howe participating, end in failure to settle the dispute.

*January 2, 1957*—Strike begins and forces CPR to suspend rail operations across Canada.

*January 7, 1957*—Company rejects proposal for ending the strike forwarded by the Canadian Labour Congress through the office of Prime Minister St. Laurent.

*January 9, 1957*—Prime Minister St. Laurent calls disputants to Ottawa for further talks.

*January 11, 1957*—Strike ends after the Government assured both parties it would submit the unresolved issues to a Royal Commission.

*January 17, 1957*—Royal Commission appointed, with Mr. Justice R. L. Kellock of the Supreme Court of Canada as Chairman, and Mr. Justice Campbell C. McLaurin of the Trial Division of the Supreme Court of Alberta and Mr. Justice Jean Martineau of the Court of Queen's Bench for Quebec as members. The Commission's findings were not to be binding on the disputants.

*November 5, 1957*—The Commission ends its hearings, after receiving the testimony of 119 witnesses.

*February 4, 1958*—Kellock Commission issues report, holding that firemen are not necessary on diesel locomotives in freight and yard service, and that the CPR's plan for gradual removal of firemen in those jobs is "fair". Company announces acceptance of the report; the Brotherhood, rejection.

*February 13-14, 1958*—Officials of the Brotherhood and the CPR meet to discuss amendments to the current contract in the light of the Commission's report. Talks broken off without agreement being reached.

*March 31, 1958*—The Company informs the Brotherhood that it will begin removing firemen from freight and yard diesels on May 11.

*April 16-18, 1958*—Negotiations begin on new agreement replacing the one expiring May 31; break off when no agreement reached.

*April 23, 1958*—CLC convention pledges qualified support of the Brotherhood in the dispute (see page 591).

*April 29, 1958*—CPR President N. R. Crump meets with Firemen's President H. E. Gilbert. Mr. Gilbert requests postponement of the CPR's planned date for removal of firemen from freight and yard diesels; Mr. Crump refuses.

*May 1, 1958*—After taking a strike vote, Brotherhood calls strike for May 11.

*May 8, 1958*—Prime Minister Diefenbaker, Labour Minister Starr and Transport Minister Hees open talks with the disputants, in which CLC President Jodoin participates.

*May 9, 1958*—Union seeks injunction in Montreal court to delay the removal of firemen from CPR diesels until May 31.

*May 10, 1958*—Injunction refused.

*May 11, 1958*—Talks that began May 9 in Ottawa end at 3.15 a.m. without settlement. Strike begins at 6 a.m. CPR does not suspend operations.

*May 13, 1958*—Shortly before midnight, settlement of strike reached and firemen begin withdrawing picket lines and returning to work.

## **Vocational Training Chief, A. W. Crawford Retires**

Long recognized as one of the chief architects of the apprenticeship training methods used in Canada today, Arthur Wesley Crawford, MM and Bar, Director of the Vocational Training Branch, Department of Labour, retired May 2.

A former Deputy Minister of Labour for Ontario, Mr. Crawford devoted 40 years of his life to the development of improved vocational and trades training methods,



—Newton, Ottawa

**A. W. Crawford**

filling many important federal and provincial government positions in the course of his career.

He first entered federal government service in 1918 as a vocational officer with the Soldiers' Civil Re-establishment Branch at Toronto. He was soon promoted to the rank of District Vocational Officer with headquarters in Hamilton and subsequently became Supervisor of Rehabilitation Training of veterans.

In 1920 Mr. Crawford became Assistant to the Director of Technical Education in the federal Department of Labour. Three years later he was Director of the Branch, and remained in that post until 1928.

At the request of the Premier of Ontario, Mr. Crawford left the service of the federal Government in 1928 to take the post of Director of Apprenticeship for the Ontario Department of Labour, and head the first province-wide apprenticeship program in Canada.

The program he instituted was regarded as most successful and became the model on which apprenticeship programs in the other provinces were patterned. Three years after entering the Ontario government service, Art Crawford was made Deputy Minister of Labour for the Province.

Later he served as Chairman of the Ontario Minimum Wage Board. When the Second World War broke out he was Chief Enforcement Officer for the Ontario Department of Labour and in addition served as a member of the Provincial Apprenticeship Board without remuneration.

His former services to the federal Government were remembered and, with the pressures of the war creating the need for experts in so many fields, he was recalled to Ottawa on loan from the Ontario Government. He started his second career in the federal service in August 1941 as a Labour Investigator with the Aircraft Production Division of the Department of Munitions and Supply.

During this phase of his career he was instrumental in convincing many doubting employers that women could be quickly trained for assembly line work in war production plants. With the spread of this idea thousands of women moved into factories across Canada and contributed largely to the success of Canada's war effort.

In 1943, Mr. Crawford became Supervisor of Vocational Training in the Department of Pensions and National Health, which subsequently became the present Department of Veterans Affairs. Three years later he was made Director of Training in charge of the Government's extensive training pro-



gram for returning veterans of the Second World War, a continuation of the work he had done 26 years previously for veterans of the First World War.

He continued this work until 1951, when he returned to the Department of Labour as Director of the Vocational Training Branch, a position he held until his retirement.

Commenting on the retirement, Arthur H. Brown, Deputy Minister of Labour, stated that "Mr. Crawford has made a considerable contribution to the development of modern trades training methods and in his final years with the Labour Department he played an important part in the progress which has been made towards the development of national standards of trades competence."

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### **C. Ross Ford Nemed Chief Of Vocational Training**

C. Ross Ford, an employee of the Department of Labour since 1948, was appointed Director of the Canadian Vocational Training Branch on May 5, succeeding Arthur W. Crawford.

Assistant Director of the Branch since 1952, he was first its Supervisor of Technical Training.

A graduate of the University of Minnesota, where he received a Masters degree in vocational education, he became a school principal in Alberta and later was with the Edmonton School Board. He was Superintendent of Schools with the Alberta Department of Education just prior to coming to Ottawa.

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### **Unemployment Insurance Recipients Decline in U.S.**

The number of workers receiving unemployment insurance in the United States declined during the week ending May 17, for the fifth week in succession, the U.S. Labor Department announced.

The total decline in the five weeks amounted to 10 per cent. The Department attributed it partly to "seasonal improvements" and partly to the fact that a large number of workers had exhausted their right to benefits. The decline during the same five weeks last year was 8 per cent.

In the week ending May 17, 3,019,000 persons collected unemployment insurance. This was 82,000 fewer than in the previous week but still more than double the total of a year earlier. The new total represented 7.2 per cent of all workers covered by the insurance system.



—NFB Photo

C. R. Ford

### **Work Week of 35 Hours For U.S. Industry Urged**

A 35-hour basic work week in all United States industries, supported by a federal law, for the purpose of permanently guarding against business slumps was recommended by Jacob S. Potofsky, President of the Amalgamated Clothing Workers of America, at the union's 21st biennial convention in Atlantic City last month.

The recommendation was coupled with an appeal to President Eisenhower's Administration to give Labour a bigger voice in government planning on measures to combat recessions and expand the country's economy.

Mr. Potofsky's suggestions for a cut in the 40-hour maximum fixed in the present Fair Labor Standards Act, one labour observer feels, indicates a transfer in labour pressure from collective bargaining to Congressional action.

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### **H. C. Hudson Dies**

Harold Charles "Harry" Hudson, former Assistant Co-ordinator of Civilian Rehabilitation in the Department of Labour, who retired from his post February 13 (L.G., April, p. 344), died in an Ottawa hospital, following a short illness, on May 31. He was 66 years of age.

## **Wage-Price-Profit Probe Urged by CLC Council**

An investigation of the wage-price-profit relationship in basic industries was suggested by the CLC Executive Council, which met in Ottawa last month to consider resolutions referred to it by the national convention held in Winnipeg in April. Public hearings would form the basis of the inquiry.

One of several resolutions dealing with Canada's various aspects of trade and economic conditions, it specifically singled out for study the auto, steel and farm implement industries as the ones "whose pricing policies exert a decisive influence on the economy".

As a means of assuring a continued flow of investment capital into projects which are desirable from a social point of view and would assure continued full employment, the Council adopted another resolution seeking the establishment of a national investment board. A national fuel and energy authority was also suggested "to ensure that the use of all fuels—coal, oil, natural gas, electricity and atomic energy—be planned to make the maximum contribution to the Canadian economy".

Resolutions on trade adopted by the CLC's executive called for "the fullest possible trade with all countries, consistent with national security, the protection of Canadian workers' jobs and working conditions and the maximum processing of raw materials in Canada".

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## **Influence of Automation Impossible to Predict**

While all the social changes that will result from the spread of automation cannot be foreseen with any certainty, one thing which is certain is that the attitude adopted by the trade union movement towards these changes will have a decisive influence on social evolution during the coming years.

This opinion is expressed by Alfred Braunthal, head of the Economic and Social Department of the ICFTU, in an article, "The Trade Union Movement Faces Automation," published in a recent issue of the *International Labour Review*, monthly ILO publication.

Basing his description on the various resolutions, statements and reports issued on the subject of automation by trade union organizations since 1955, the author endeavours to outline the policy reflected in these utterances. He then goes on to offer a number of opinions and speculations on

the probable effects of automation on the structure of the trade unions themselves.

These effects, as foreseen by Mr. Braunthal, include the following:

Automation is likely to bring about a further decline in the proportion of manual to non-manual workers; and since in industrially advanced countries the bulk of trade union membership has always been formed by manual workers, in order to preserve its bargaining, economic, social and political power the trade union movement will have to hasten the organization of non-manual workers.

While the shift from unskilled to semi-skilled and skilled workers has generally favoured trade union organization, that from manual to non-manual workers will probably have the opposite effect.

New technological trends may favour industrial trade unions rather than craft unions.

Owing to the tendency for wages to rise faster in industries undergoing rapid technological change than in industries which are not so much affected by these changes, the trend towards wage differences between industries will be strengthened by automation. This is undesirable according to trade union principles, and the unions can do much to combat it by continuing their struggle to raise wages in all industries.

In order to bring about more equality in wages between industries, the national federations may have to obtain more authority in determining wage policies for their affiliated organizations than they now have in most countries.

Emphasizing that "all of these predictions are highly tentative," the author says the ultimate effects of technological change will be influenced by many factors. These will include the speed with which such changes are introduced, the sum total of benefits which result from them, the strength of the partners in collective bargaining, the political influence of trade unions, and the views of the trade unions themselves about wages, organization and other matters.

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## **Steelworkers Will Seek Better Wages, Benefits**

Higher wages and improved fringe benefits for its members will be sought in Canada and the United States by the United Steelworkers of America, it was decided at policy conferences held in Winnipeg and Chicago.

Boosts to consumer purchasing power through wage increases and cuts in the price of steel were recommended by the



Canadian policy conference in Winnipeg in late April.

Their wage statement rejected the "unsound advice of employer spokesmen" urging wage cuts, and delegates noted that both productivity and profits in the steel industry were climbing.

At its closed meeting in Chicago, May 15, the United States 171-member wage policy committee decided to seek higher wages and fringe benefits for its members working in metal fabricating plants.

The committee's statement did not list the exact amount of money cost that would be involved for the fabricating plants, but it indicated that demands would be to the effect that wages and benefits in such plants should be the same as those in the big mills.

Union President David J. McDonald, in his remarks to the committee before it reached its decision, asserted that "a recession year is not the time for a backward step". He noted that the union had acquired insurance and pension benefits in 1949, and improved fringe benefits in 1954—both labelled as recession years.

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### **Packinghouse Union Wins Guaranteed Work Year**

The United Packinghouse Workers in recent negotiations in the United States sugar industry has in several instances been successful in obtaining guarantees of 2,000 hours work a year.

The first such contract affected 1,100 employees of the American Sugar Refining Co. in New Orleans, and this was followed by a second agreement covering 800 employees of the National Sugar Refining Co. in Reserve, La. The union was reported to be following up these gains by negotiating for a similar guarantee from two smaller concerns.

The two large agreements are both "pat-tern" contracts. They guarantee employees 2,000 hours of work, or pay at regular straight time rates, during the contract year; and they cover all workers with at least a year's seniority. They also guarantee eight hours' work a day, and they provide that only these eight hours shall count towards the 2,000 hours a year. Except for the first eight hours worked on a Saturday, a Sunday, or a holiday on which overtime rates are paid, overtime hours do not count towards the guarantee.

Agreements of this kind are not new with the United Packinghouse Workers. In 1951 the union obtained a contract from

Revere Sugar Refining Co., Charlestown, Mass., in which the company guaranteed 1,900 hours of work, or pay, each year. Later this was increased to 2,000 hours a year. In 1952 the union and the National Sugar Company, Long Island City, agreed on a 2,000-hours guarantee; shortly afterwards the union negotiated a similar agreement with the American Sugar Company at Baltimore.

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### **Jan.-Apr. Housing Starts Up 80% over Last Year**

A sharp upward trend in the construction of new residential units in Canada, evident for some months past, continued during April, according to the latest figures issued by the Dominion Bureau of Statistics.

During April 13,180 starts were made, compared with 8,700 during the same month of 1957. This boosted the January-April total for this year by almost 80 per cent to 30,540 units from 17,110 units started in the same period in 1957.

Completions in April climbed to 8,981 units from 7,019 a year earlier, boosting the January-April total to 35,296 from 31,656 in the first four months of 1957.

Because of the larger year-to-year increase in starts compared with completions, units in various stages of construction at April 30 were up nearly 25 per cent to 68,167 units from 54,730 at the same date in 1957.

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### **5.2 Cents Profit Shown For Each Sales Dollar**

The manufacturing industry in Canada in 1957 averaged 5.2 cents profit on each sales dollar, the Canadian Manufacturers' Association reported last month.

The report was based on the CMA's tenth annual survey of the breakdown of the sales dollar in industry. The survey dealt with replies from 1,069 companies. Total net sales for these companies came to nearly nine billion dollars.

George H. Craig, Chairman of the CMA's Public Relations Committee, said the profit on the sales dollar had varied slightly over the 10-year period. The mean average, he noted, was "a modest 5.72 cents". An average dollar profit of 7.1 cents in 1950 had been the highest figure, while 5 cents in 1952 had been the lowest.

The number of employees in the companies surveyed totalled 441,034. Companies reporting a loss for 1957 totalled 139.

## **Provincial Legislatures Have All Prorogued**

All provincial Legislatures are now prorogued.

A number of measures were passed in addition to those reported in the April issue (p. 344).

The minimum annual vacation with pay required by law in Saskatchewan was increased to three weeks each year after five years service with one employer. For employees with less than five years service, but with at least one year's service, the vacation with pay remains at two weeks. The provision for a three weeks holiday with pay applies to an employee who became entitled to a fifth annual vacation on or after October 1957.

The Saskatchewan Hours of Work Act does not set an absolute limit on hours but provides that time and one half must be paid for work after eight hours a day and 44 hours a week. An amendment just passed empowers the Lieutenant Governor in Council to issue an Order, applicable to any class of employment, limiting hours. Such an Order may provide that an employee may not be required to work for more than 12 hours a day, except in cases of emergency, without a permit from the Minister of Labour.

### **Manitoba**

An amendment to the Manitoba Labour Relations Act makes the Act, with some modifications, applicable to specified Crown corporations. It sets up a special procedure for dealing with disputes involving employees of Crown corporations after a conciliation officer has tried and failed to effect a settlement. Employees of Crown corporations are prohibited from going on strike where the Lieutenant Governor in Council has declared that uninterrupted operations are "essential to the health and well-being of the people of the province, or of some of them".

The Corporations brought under the Act are: the Manitoba Power Commission, the Manitoba Telephone Commission, the Manitoba Hydro Electric Board, the Winnipeg Electric Company and the Liquor Control Commission and their employees.

An amendment to the Workmen's Compensation Act carried out the interim recommendations made to the Minister of Labour by the Hon. W. F. A. Turgeon, the Judicial Commissioner appointed last year to inquire into all aspects of the Workmen's Compensation Act. Compensation

to a widow was raised from \$50 to \$65 a month and that of a child living with the widow from \$20 to \$25 a month. All widows and children receiving compensation are to get the increased amount regardless of the date on which the death of the workman occurred.

Minor changes were made in the Employment Standards Act, the consolidation passed last year of the legislation dealing with hours of work, minimum wages, weekly rest, notice required on termination of employment, and safety in factories, to clarify the application of various provisions.

The amendment makes it clear that the sections of the Act dealing with statutory holidays and notice required on termination of employment apply everywhere in the province. The hours of work provisions apply only in the industrial areas, and the weekly rest provision applies only to specified industries in the industrial areas. An amendment with respect to the section dealing with minimum wages provides that where an employer is found guilty of paying an employee less than the minimum wage prescribed, the convicting magistrate must order him to pay to the employee the full amount of the minimum wage owing to him, together with costs.

### **Prince Edward Island**

The Prince Edward Island Workmen's Compensation Act was amended to increase the maximum earnings on which compensation may be based from \$2,700 per year to \$3,000 per year.

The Trade Union Act of Prince Edward Island was amended to set out a procedure under which either the bargaining agent or the employer may require the other to meet for negotiation of a collective agreement after a union has been certified. Provision has also been made to authorize the Minister of Labour, on the request of either party or where he deems it advisable, to instruct a conciliation officer to assist the parties to conclude an agreement. This is the first provision for conciliation services under the Prince Edward Island Act.

### **New Brunswick**

The New Brunswick Industrial Standards Act has been amended to provide that a schedule of hours, wages and statutory holidays drawn up under the Act will remain in force unless application is made by the employers or employees concerned to have the schedule altered or revoked. Formerly the duration of the schedule was prescribed in it.



## **1957 Farm Cash Income Declines 2.7 Per Cent**

Cash income from sale of farm products in 1957 was 2.7 per cent lower than in 1956, the Bureau of Statistics reported last month.

The income in 1957, the Bureau said, amounted to an estimated \$2.6 billion compared with a total of \$2.7 million for the preceding year. The \$72-million decline was attributed largely to lower returns from the sale of cereal grains. Returns for the year from livestock and dairy products sales were higher.

## **AFL-CIO Organizers Gain Recognition as Union**

The executive committee of the AFL-CIO towards the end of last month decided to recognize the Field Representatives Federation as collective bargaining representative for its organizing staff.

The decision to extend this recognition voluntarily came shortly after the United States National Labor Relations Board had ruled unanimously in favour of the organizers in their appeal against the refusal of the AFL-CIO to recognize their union.

The NLRB had ordered the taking of a vote within 30 days to decide whether the organizers wished to be represented by the Field Representatives Federation.

In contesting the petition of the organizers to the NLRB, counsel for the AFL-CIO had argued that the organizers were managerial employees; that the AFL-CIO was a non-profit organization which the organizers were serving; and that it was against the best interests of Labour for the parent body to recognize a union of organizers.

The NLRB decided that the argument of the AFL-CIO was "without merit". It cited a decision of the Supreme Court to the effect that a labour organization was an employer when acting as an employer, and it asserted that the position of the AFL-CIO was "clearly at variance with the finding of the Act".

Charges of "unfair labour practices" against the AFL-CIO, arising out of the removal from their jobs a short time ago of about 100 of the Federation's 225-man organizing staff, are still before the NLRB for settlement. The AFL-CIO said that the removal of these employees was an economy measure, but the organizers contend that they were turned out because of "union activities".

## **Petrillo Retires; Other Unions Announce Changes**

A number of promotions, appointments and retirements of interest to Labour have occurred recently.

After 18 years of service James Caesar Petrillo has retired as President of the American Federation of Musicians. His successor is Herman D. Kenin, the union's West Coast representative.

Ray Lapointe of Ottawa was elected President of the Ontario Joint Council, Amalgamated Association of Street Electric Railway and Motor Coach Employees of America (AFL-CIO-CLC). He succeeds Fred Richardson of Hamilton. Hugh Kelly of Brantford was elected Vice President, while Maurice Collins of London was re-elected unanimously as Secretary-Treasurer.

Alistair McArthur, former President of the Ontario Federation of Labour, has been appointed to the six-man Ontario Hospital Services Commission. The Commission, headed by A. J. Swanson, is responsible for administration of all legislation dealing with hospitals, including the Ontario hospital care insurance plan which goes into operation next January 1.

Bud Hodgins has been made international representative in the Vancouver area for the Retail, Wholesale and Department Store union, succeeding Gerald Emary who died last year.

R. J. Lamoureux has been appointed as national safety and health representative in Canada for the United Steelworkers of America. He was formerly the union's Director for the province of Quebec. Pat Burke, formerly the chief representative in the Rouyn-Noranda area, succeeds Mr. Lamoureux as Quebec Director.

Philip Oliver, St. John's, union business agent and Doyle Sharp, Buchans, pilot plant operator, have been officially sworn in as members of the Newfoundland Labour Relations Board. They fill vacancies created by the resignations of Ron Smith and Frank Chafe.

Thomas Edmondson of St. Catharines was elected 1958-59 chairman of the Ontario Division of the Canadian Manufacturers' Association at the 39th annual meeting. Norman Russell of Toronto and D. B. Strudley, Stratford, were elected chairman and vice chairman of the Ontario Division's Workmen's Compensation Committee. G. J. E. Pettet and D. Alan Page, both of Toronto, were elected chairman and vice chairman of the Labour Relations Committee.

## **Appoint New Chairman For Teamsters' Monitors**

Martin F. O'Donohue has been appointed chairman of the panel of monitors which was charged by a United States District Court with the duty of supervising the affairs of the International Brotherhood of Teamsters, in succession to Judge Nathan Cayton, who resigned a short time ago.

Mr. O'Donohue is one of the lawyers who defended the Teamsters union in the preliminary stages of the injunction issued by the District Court. He was also at one time counsel for Teamsters Joint Council No. 55 in Washington. At present he is counsel for the Plumbers' and Pipefitters' union.

## **Canada Fails to Educate Everyone with Ability**

We lose 80 per cent of our students in the upper third in order of ability before they finish secondary school. Many of those we enrol in our universities fall below the standard needed to ensure success, and we lose 40 per cent of those we enrol before they graduate. We enrol less than 10 per cent of those of college age in our post secondary schools, instead of a possible 30 per cent.

These facts are cited as evidence of Canada's failure to make proper use of her people's ability to absorb education, in a report on the state of education in Canada recently made by S. H. Deeks, Executive Director, Industrial Foundation on Education. Mr. Deeks' report was made to the National Office Management Association, and was summarized in *The Canadian Office* for May.

In the proportion of our national wealth that we devote to basic research we also make a poor showing, Mr. Deeks says. In 1956 about 0.25 per cent of this wealth was spent on research. Per capita, we spent about a fifth as much as Russia, a third as much as the United States, and three-fifths as much as the United Kingdom.

## **Locomotive Engineers Mark 95th Anniversary**

The Brotherhood of Locomotive Engineers celebrated its 95th anniversary on May 5.

The 70,000-member rail union was founded at Detroit in 1863. It has more than 920 divisions in the United States and Canada and represents locomotive engineers on 98 per cent of the railroad mileage in the two countries.

There are 108 locals in Canada with a membership of 8,300.

## **IAM Celebrates 70th Anniversary**

The 70th anniversary of the International Association of Machinists (AFL-CIO-CLC) was celebrated in Canada last month by its members in some 180 local lodges from Vancouver Island to Newfoundland and Niagara Falls to Frobisher Bay.

The IAM, third largest affiliate of the CLC, was founded May 5, 1888, by 19 machinists meeting in a locomotive pit in Atlanta, Georgia.

In 1890, Lodge 103 was founded by railway workers at Stratford, Ont., as Canadian unionists began to make their mark in the organization. Just 18 years later one of Canada's first union women's auxiliaries was established in Moncton, N.B., and chartered as IAM Ladies Auxiliary No. 10.

At present IAM has a Canadian membership of 50,000 working on railways, in shipyards, aircraft plants, general manufacturing, airlines and office operations.

## **Israel Enacts Two New Labour Relations Laws**

Two new acts passed by the Israeli Parliament last year introduced a measure of regulation into two divisions of industrial relations in which matters had previously been left entirely to the parties concerned. The acts were the Collective Agreements Act, 1957, and the Settlement of Labour Disputes Act, 1957.

The first Act mentioned defines the classes of collective agreements, the parties to an agreement and the rules governing the right of an employees' organization to represent a particular group of employees; the scope, content and period of agreements, and the means which may be taken to extend the provisions of a particular agreement to cover other employers and employees. One of the conditions of such extension is that the collective agreement must not limit a worker's rights to employment on the ground of membership or non-membership in a workers' organization. Another condition is that the Supreme Council on Labour Relations (set up under the Settlement of Labour Disputes Act) must have studied the question and submitted its opinion to the Minister of Labour.

The Settlement of Labour Disputes Act gives legal status to the voluntary methods by which the conciliation and arbitration of industrial disputes had previously been effected, and establishes a framework of procedures for the settlement of disputes, at the same time preserving the voluntary principle.



The Act deals with both the conciliation and the arbitration methods of settling disputes, and lays down separate procedures for each. Conciliation proceedings may be initiated on the application of either party to a dispute, and the conciliator nominated under the Act has the power to compel each party to attend meetings held by him and to furnish relevant information, under pain of a fine for failure to comply.

Under the Act a labour dispute is a matter for arbitration if the parties have consented in writing to refer it to arbitration under the law, or if a collective agreement specifies the arbitration of disputes but does not determine the procedure to be followed, or if the procedure laid down has for some reason not been followed.

## **Items of Labour Interest in House of Commons**

**Monday, May 12**—*The Speech from the Throne* promised Government effort to: expand foreign trade; enact a Bill of Rights to safeguard the rights of all persons in Canada in respect of all subjects within the jurisdiction of Parliament; sustain employment by the acceleration of useful public works and encouraging development of natural resources; amend the Unemployment Insurance Act to extend for a further six weeks during the current year the period during which special seasonal benefits can be paid; promote a vigorous program of house building; construct a railway to Great Slave Lake; construct important roads needed for development in the Yukon and Northwest Territories; begin construction this year of the South Saskatchewan Dam; establish a new agency to regulate bronzenesting in Canada; create changes in the Hospital Insurance and Diagnostic Services Act to make certain that payments may be made to participating provinces qualifying under the Act in respect of any periods commencing after June this year; sell Canadian agricultural and fisheries products in the markets of the world; and to amend the Citizenship Act and the Indian Act to eliminate certain discriminatory provisions in them.

**Tuesday, May 13**—*Housing funds* made available by 23rd Parliament not exhausted, the Minister of Public Works tells House. Further \$350,000,000 loan for housing will be requested.

**Wednesday, May 14**—*Railway strike of firemen* arising from dispute over use of firemen on yard and freight diesel by the Canadian Pacific Railway settled at 11:59

Arbitration boards have the same procedural powers as conciliators. An arbitration board consists of three members, one representing each party, with an impartial chairman. The award is made by majority vote, with the chairman having the casting vote. It is made for one year unless the order specifies a shorter period. It is final and without appeal, except that if the parties differ about the interpretation of a particular point the chief labour relations officer may appoint an arbitration board or a sole arbitrator to interpret it.

The Act provides that a Labour Relations Council, composed of an equal number of employers' and employees' representatives, shall be appointed by the Minister of Labour to advise him on all questions concerning labour relations.

p.m., May 13, Labour Minister Starr informs House.

*Unemployment Insurance Act* amendment to extend from May 18 to June 28 period in which seasonal benefits can be drawn introduced in House.

*Unemployed persons* receiving seasonal benefits on April 30 numbered 30 per cent of the total number of active claimants, the Minister of Labour informed a questioner.

**Thursday, May 15**—*Unemployment Insurance Act* amendment to extend seasonal benefits until June 28 approved by House and passed after lengthy debate.

**Friday, May 16**—*Railway repair shop* at Cochrane, Ont., is steam and not diesel, and is being removed to Senneterre for operational reasons. Some 17 employees are involved in the Canadian National Railways decision to transfer the shop work, the Minister of Transport informs questioner.

*National Housing Act* amended to provide a further \$350,000,000 in loans for building, after debate and formal passage of bill.

**Tuesday, May 20**—*Reported layoffs* of employees at CNR repair shops in Moncton, N.B., will be made the subject of inquiry to CNR management by the Minister of Transport, questioner informed.

*To aid settlement of the strike* by members of the Seafarers' International Union on ships of the Canadian Pacific Steamships in British Columbia, all resources of the federal Department of Labour have been offered the union and the company, Labour Minister Starr says in answer to a question.

# Second Constitutional Convention of the Canadian Labour Congress

Giving priority to internal matters, 1,539 delegates approve amendments to constitution to enlarge executive and eliminate General Board, expel two unions charged with raiding, lay foundation for new political party

The Canadian Labour Congress, at its "Second Constitutional Convention" in Winnipeg April 21 to 25, gave priority to internal matters. The convention—the first since the founding convention two years ago—approved constitutional revisions that the experience of the past two years had shown were necessary, enlarging the executive and eliminating the General Board, and, by expelling two unions that had violated its anti-raiding provision, made it clear that the CLC constitution must be strictly adhered to.

Although the convention met for one evening session and stretched one afternoon session through the dinner hour and into the evening, it dealt with fewer than half of the 425 resolutions from affiliated organizations. Five of the 12 convention committees did not have time to present their reports and another was not able to complete its report.

In addition, departing from the stand taken at the founding convention, the CLC sowed the seeds for the formation of a new political party embracing the CCF, farm organizations and other "liberally-minded" groups and individuals. It also called for governments to undertake a public works program as an anti-recession measure, endorsed demands of affiliated unions for substantial wage increases, and requested an integrated national social security plan.

The CLC reaffirmed its policy of offering affiliation to any independent union that would comply with the constitution but learned that discussions for merger with the Canadian and Catholic Confederation of Labour had not yet reached a conclusion.

Support for the Brotherhood of Locomotive Firemen and Enginemen in its "diesel dispute" with the Canadian Pacific Railway Company was pledged but the nature of the support would be determined by other railway unions in the Congress.

The constitutional amendments adopted at the convention increased to two the number of executive vice presidents and created four "general" vice presidencies. The general Board was abolished because it was found at its first and only meeting in May 1957 that it had no powers.

Claude Jodoin was re-elected President and Donald MacDonald Secretary-Treasurer. William Dodge, Montreal representative of the Canadian Brotherhood of Railway Employees, and Stanley Knowles, former CCF Member of Parliament for Winnipeg North Centre, were elected without opposition to the two executive vice presidencies.

Prime Minister John Diefenbaker and Hon. Michael Starr, Minister of Labour, headed the list of guest speakers, which included two fraternal delegates from the British Trades Union Congress, one from the AFL-CIO and one from the International Confederation of Free Trade Unions.

The delegates also heard from Gordon Cushing, the CLC's first Executive Vice President, on the eve of his departure to take up the position of an Assistant Deputy Minister in the Department of Labour.

There were 1,539 accredited delegates.

## Constitutional Changes

The executive of the Congress was enlarged by adding a second executive vice president and four "general" vice presidents. The officers of the CLC now comprise the President, two Executive Vice Presidents, four General Vice Presidents, 13 Vice Presidents and a Secretary-Treasurer.

The Executive Committee, responsible for the administration and interpretation of Congress policy, consists of all officers except the 13 Vice Presidents. The Executive Council, the governing body between conventions, consists of all 21 officers.

Other amendments to the constitution require the Committee to meet at least six times a year—the Council's original recommendation was at least four times—and the Council to meet at least four times—the original recommendation was at least two meetings a year.

The convention also approved elimination of the General Board (the Executive Council plus one representative of each affiliated international or national union). According to the original constitution, it was to meet at least once in the year between conventions and was to function "in a consultative and advisory capacity". It



held its first and only meeting in Montreal in May 1957 (L.G., June 1957, p. 681).

The debate on the resolution was led by John W. Bruce, veteran organizer from the Plumbers union, Toronto, who strongly opposed the changes. "This is the straw that broke the camel's back if ever there was one," he declared. "We are losing one vice president and putting two in his place. They are recommending four (general vice presidents) instead of three because of their failure to agree on how to divide the spoils." He condemned the proposal as "the most outrageous violation of the principles on which we entered this merger".

W. J. Smith, CBRE President, supported the recommendation, saying it was "a necessity for relieving some of the officers of the tremendous load of responsibility".

Eamon Park, Legislative Director of the United Steelworkers, also defended the recommendation for the same reason.

George Home, Secretary, British Columbia Federation of Labour, said that his Federation had no objection to the over-all change in structure but suggested the increases in the frequency of Executive Council and Committee meetings eventually approved by the convention.

Louis Laberge, President, Montreal Labour Council, opposed the recommendation. "I believe that this proposal will not give anything to the Congress. It will give more representation to the powerful affiliates, but it will also bring more and bigger problems... The most efficient executive is not the biggest executive."

Donald MacDonald, CLC Secretary-Treasurer, explained the executive's position. "Give us the tools to do the job," he said. The recommendation to increase the number of officers had originated with the Executive Committee of the Congress. Between conventions, he pointed out, the Executive Council was the policy-making body of the Congress, and there was no suggestion of changing that. The Executive Committee's function was purely administrative, and it had nothing to do with policy.

Mr. MacDonald said that the three officers of the Executive Committee had realized during the past two years how much the success of Congress's undertakings depended on them, and they had found that they were hampered by having insufficient assistance. The Council also supported the proposal to add four vice presidents, he said.

A. G. Hearn, Canadian Vice President of the Building Service Employees' International Union, who opposed the recommendation, said the executive officers were

away from Ottawa too much, and that they should stop "globe-trotting" and "get down to work".

A resolution requiring that "an elected representative of federal civil servants be included in the executive of the Canadian Labour Congress" was defeated, on the ground that it was "not in the best interests of the Congress to give constitutional representation to special groups".

### Annual Convention

A move to hold annual conventions, instead of every two years as is now the case, was defeated at the suggestion of the constitution and law committee.

The committee moved non-concurrence in five resolutions advocating annual conventions.

Orville Braaten, Pulp, Sulphite and Paper Mill Workers, Vancouver, argued that "things are moving too fast; we have to meet every year to keep up with developments". He suggested that most of the important events that took place since the last convention, from Sputniks to high unemployment, could not have been foreseen at the time.

The executive's viewpoint was explained by Vice President William Mahoney. Among the factors militating against the holding of an annual convention, the Canadian Director of the United Steelworkers of America listed: the high cost of these conventions, the time and effort required by the staff for the preparation of these meetings, the fact that provincial federations and many other unions also hold conventions which would conflict.

"We will render the Congress ineffective if too much time, before and after the convention, is spent on convention business," he added.

Seven resolutions that would have increased or decreased representation at conventions were defeated on the recommendation of the convention constitution and law committee. In their place, the convention approved a committee-sponsored resolution instructing the CLC Executive Council to establish a committee to investigate the subject of representation at conventions; the committee will report at the next regular convention.

### Membership Transfer

An attempt to have the constitution amended and to grant the right to "all workers to join or transfer to the labour union of their own choice by majority vote of the workers concerned" gave rise to a lively debate before being rejected, as recommended by the constitution and law

### Financial Statement

The CLC showed a profit of \$52,079.55 for the year January 1 to December 31, 1957, which is 4 per cent of total revenues, reported Secretary-Treasurer Donald MacDonald. Total assets are \$743,921.44.

Revenues for the year 1957 totalled \$1,319,465.20 while expenditures added up to \$1,267,385.65.

For the first eight months of the CLC, May 1 to December 31, 1956, profits were a meager \$4,715.04.

While the Congress is in a strong solvent position and the picture for 1957 rather favourable, Secretary-Treasurer MacDonald said he did not anticipate as favourable a position in 1958.

He gave three main reasons for diminishing revenues:

1. Expenses are constantly increasing;
2. More and more directly chartered unions are transferring to their proper affiliates;
3. Decreasing per capita receipts due to heavy unemployment.

"The first three months of 1958 have already shown a bad effect on our income," he said.

committee because its adoption "would continue and increase jurisdictional disputes".

J. P. Menard, Sheet Metal Workers, Montreal, reflected the opinion of those in favour of such an amendment when he argued that "in a free labour movement, a worker should be free to join another union if he finds that he is in the wrong one".

The committee chairman, Frank Hall, Canadian Vice President, Brotherhood of Railway and Steamship Clerks, reminded the convention that the constitution already provides the procedure for such cases. Added Eamon Park, Research Director, United Steelworkers of America: "This is an invitation to cannibalism."

### Raiding Charges

An amendment to the constitution providing that any charges laid against a union must be "in writing, with copies of charges and relevant correspondence supplied to the accused by the accuser" was adopted.

### Expulsions

Two unions that would not guarantee to halt raids on other CLC affiliates were expelled from the Congress after a roll-call vote that lasted more than 2½ hours and stretched the Tuesday afternoon session well into the evening hours.

The expelled unions were the American Federation of Technical Engineers and the International Union of Operating Engineers. The former has a Canadian membership of about 1,100; the latter, about 13,000.

The expulsions resulted from recommen-

dations of the CLC Executive Council contained in the Council's report to the convention. The report gave a detailed account of the charges of raiding laid against each of the unions and of the Council's attempts to persuade them to guarantee that they would abide by the section of the CLC constitution that binds all affiliates to respect the established bargaining relationships of other affiliates.

The Technical Engineers were charged with raiding the Malton, Ont., local of the International Association of Engineers. Charges filed against the Operating Engineers numbered 25.

Proposing concurrence with the Council's recommendations for expulsion, W. J. Smith, Chairman of the convention organization committee, said: "If we are to have order and progress, we must have strict observance of our laws. Evidence has established that there has been wilful disregard of the constitution."

His committee believed, Mr. Smith added, that unless the anti-raiding section of the constitution is observed strictly, "we will enter an era of virtual civil war".

Melrose S. Kerr, Canadian representative of the Technical Engineers, in his statement of defence, said he was not going to try to plead innocence and explained that draughtsmen in the IAM local had approached his union "for advice and guidance as to how to get out from the organization they were in". He reminded the delegates that his was a craft union "totally and completely devoted to draughtsmen".

CLC President Jodoin then made a statement pointing out that the constitution was clear. "I believe the constitution should be abided," he said.

In his statement of defence, Rowland G. Hill, Canadian Director of the Operating Engineers, expressed the belief that his union was being singled out. He cited several other instances of raiding that had gone unpunished. He, too, explained that in most of the instances cited in the charges the engineers involved had sought out the union, and that his union, "since the inception of labour legislation in Canada has been granted and maintained recognition as a craft unit".

It should and must be understood that stationary engineers, in most instances, must move from plant to plant to obtain enough experience to upgrade themselves. Under these circumstances, they either wish to remain or become members of our organization to continue with their educational program and maintain their benefits that are part of our structure.

...We are willing and ready to meet with the individual organizations to work out any problems that arise. However, we will



do all in our power to retain our jurisdiction, our craft identity...

We are prepared to abide by the CLC constitution. We have made efforts but have not been able to resolve our differences.

Again taking the floor to present the Executive Council's view, President Jodoin declared: "A matter of principle is involved here: whether the CLC constitution is to guide the CLC or whether the CLC should be guided by the constitution of each individual affiliate. The constitution of the CLC should be respected in its entirety."

The results of the roll-call vote were: for expulsion of the Technical Engineers, 994; against expulsion, 244; for expulsion of the Operating Engineers, 999; against, 239.

It was then announced that the Canadian Air Line Flight Attendants Association had made application to affiliate and that the Brotherhood of Locomotive Engineers was conducting a referendum vote of its membership on affiliation with the CLC. The Flight Attendants claim about 650 members and the Locomotive Engineers, about 8,300 Canadian members.

Later in the convention, the constitution was amended to provide that a roll-call vote would no longer be necessary to expel affiliates; a majority vote will in future be sufficient.

### New Political Movement

The seed of a new political party in Canada was planted at the Winnipeg convention.

In a move that went beyond the compromise stand taken at the founding convention in 1956, the convention took steps to put the CLC deep into politics, something the former TLC would never do and that the former CCL talked of doing but never did.

The delegates almost unanimously voted, in approving a basic policy statement substituted for nine resolutions, to initiate discussions with the CCF, interested farm organizations, and other "liberally-minded" individuals and groups to formulate a constitution and a program for "a broadly based people's political movement".

The CLC Executive Council was instructed to bring a draft constitution and program before the next convention of the CLC two years hence.

In the meantime, re-affirming the policy enunciated at the founding convention, all CLC affiliates were urged to take the utmost interest in political affairs, continue the political action or education they have been carrying out, and undertake other political activities that may appear to be "appropriate for achieving the basic objectives of the Congress".

(When, after the convention, some affiliated unions consisting exclusively of government employees spoke of withdrawing from the CLC because of its decision to enter politics, President Claude Jodoin issued a statement pointing out that all affiliates have complete autonomy and promising that the Congress would take the necessary action "to relieve these unions of any responsibility for, or identification with, any policy pertaining to political measures".)

Six of the nine resolutions covered by the substitute had asked that the Congress support the CCF but the convention political education committee, while commending the CCF for its "tremendous contribution to the welfare of the Canadian people" during the past quarter century, declared that "the time has come for a fundamental re-alignment of political forces in Canada".

This convention believes that the imperative need of the Canadian political scene today is the creation of an effective alternative political force based on the needs of workers, farmers and similar groups, financed and controlled by the people and their organizations...

Such a broadly based political instrument should provide that Labour and other people's organizations may, together with the CCF, participate directly in the establishment of such a movement, its organizational structure and basic philosophy and program, as well as in its financing and choice of candidates for office.

The policy statement suggested that the experience of Labour and Social Democratic parties elsewhere should be studied as a guide for the new Canadian party.

When presenting the statement to the convention, Eamon Park, chairman of the Committee, rejected the idea of an exclusively trade union party. "A trade union party has little chance for success," he argued.

He went on to explain that affiliation to the new party must be "by decision of the individual unions themselves". He warned that union members must not be forced to have part of their dues set aside for a political party in which they do not wish to join.

One of the speakers in the discussion of the substitute resolution thought the Congress should form its own party, and another warned against "wrecking the machinery we now have". But Stanley Knowles, former deputy leader of the CCF in the House of Commons who later was elected a CLC officer, said he did not see in the resolution the end of the CCF. The CCF could either go ahead under its own steam, making slow progress, or become part of a more broadly based movement, he said.

### Ladies' Auxiliaries

The CLC is to have an executive for ladies' auxiliaries.

A resolution recommending the setting-up of such a body, with representatives from the various ladies' auxiliaries of affiliated unions, and the promotion by the Congress of the establishment of auxiliaries in locals, was adopted despite the organization committee's original suggestion that it be rejected.

Committee Chairman William J. Smith, CBRE President, said the Congress had already approved of the organization of women's groups by affiliated unions but argued that the organization of such groups was the responsibility of local unions.

Josephine Hallock, Office Employees' International Union, Vancouver, argued that it would be foolish not to assist the ladies' auxiliaries in the part they had to play in combatting the rising cost of living.

George Burt, Canadian Director of the UAW, said that his union was concerned at the lack of attention to the organizing of ladies' auxiliaries in Canada, that during the strike against General Motors the Oshawa local's ladies' auxiliary had done valuable work, and that it would be wrong to vote down the resolution.

The resolution was referred back to the committee, re-submitted with a recommendation for adoption, and approved.

The convention also approved resolutions that:

- called for the expansion of the CLC Political Education Department;

- recommended a revision of federal constituencies, with the revision being made by an impartial commission rather than by a parliamentary committee;

- urged amendment of the Canada Elections Act to enable all persons absent from home on election days to vote in advance polls;

- sought another amendment to the Act to guarantee leave of absence without loss of seniority for those running for election and those elected to Parliament.

### Economic Policy

The Government was asked to undertake a "comprehensive" program of public works as an anti-recession measure. In addition, the Congress called for a nationwide program of social assistance, measures to spur the housebuilding industry, and further steps to promote the economic development of the Atlantic Provinces.

To prevent automation from adding to unemployment, hours should be shortened and wages increased, the convention declared.

Governments were asked, too, "to stop all evictions caused by unemployment while the present recession lasts".

The convention economic policy committee, which dealt with the resolutions containing these requests, declared that "the Government has taken certain steps that have been some help in relieving the situation. None the less, the economic situation remains very serious."

It continued:

Our Government must redouble its efforts to expand exports, to increase public investment to fill the gap left by the fall in private investment, and to raise consumer purchasing power. It must reduce taxes still further; it must raise unemployment insurance, old age security, family allowances and public assistance...

"It must be willing to budget for deficits, and substantial deficits, as long as the recession lasts."

The resolution calling for a public works program was a substitute for seven others. The program should be planned and carried out in co-operation with provincial and municipal governments, it proposed, and the public works projects should be done at union rates and under union conditions.

Aim of the program should be to help restore and maintain full employment throughout the year, the resolution stated.

The resolution was adopted unanimously.

### Housing

That housing is still a major concern of Labour was shown by the 16 resolutions sent in by the membership. The substitute resolution put forward by the economic policy committee urged the federal Government to:

1. Provide the necessary mortgage money for a full-scale housing program to meet the current need for 140,000 dwellings a year and to reduce substantially the accumulated housing backlog;

2. Cut the interest rate on NHA mortgages to 3 per cent;

3. Amend the NHA to prohibit public monies being used to underwrite the activities of builders or real estate agents who practice racial or religious discrimination in the sale or rental of NHA-financed homes.

The convention reaffirmed its support of co-operative housing and called upon all organized labour to press for slum clearance and subsidized low-rent housing at the municipal level.

The resolution, in asking for a reduction of the interest rate on NHA mortgages to 3 per cent, originally suggested that the lenders be subsidized to fill the gap between that rate and the going commercial rate. This was deleted at the suggestion of the floor.

### Automation

The delegates resolved that the Congress should "continue its efforts to have Government, Labour and Management work together to ensure that the potential benefits to be derived from automation



contribute to the economic and social betterment of all Canadians and not merely to a profit-hungry few". In particular it was urged that serious attention should be given to shortening hours to relieve unemployment and increasing wages "to keep pace with our ability to produce".

It was also suggested that the National Employment Service should help in re-training and finding employment for those workers who were thrown out of work by technological changes.

### Trade

An investigation into the usefulness of sending trade missions to China and other Communist countries was suggested by the economic policy committee although this part of its report never reached the floor.

The committee, chaired by R. F. Courtney, United Automobile Workers, Oshawa, also favoured "the fullest possible trade with all countries" but qualified its suggestion by adding: "consistent with national security, the protection of Canadian workers jobs, wages and working conditions and the maximum processing of Canadian raw materials in Canada".

The committee resolution on trade was a substitute for seven other resolutions.

In suggesting that the Government "investigate the usefulness of sending trade missions to China and other Communist countries," the resolution further suggested that trade unionists as well as businessmen and Government trade officials be included in the delegations.

The committee's report also called for a higher quota for Canadian fresh fish exports to the United States as well as for steps to bring the Canadian dollar as close to par with the American dollar as possible.

### Marine Matters

A resolution was adopted condemning the action of the Canadian National Steamships in transferring the ships of its West Indies fleet to Trinidad registry, and demanding the return of the ships to Canadian registry.

Other resolutions which the committee recommended for adoption but which were not put to a vote urged:

—That "no Canadian-owned or operated vessel be allowed, henceforth, to register under another flag", that all such vessels should be required to be registered in Canada, and that certain ships now under United Kingdom registry be returned to Canadian registry;

—Subsidization of Canadian ships and shipyards to enable them to meet British and foreign competition—the granting of the subsidies to be made conditional upon

the ships being maintained and repaired in Canadian yards and kept on Canadian registry.

### Labour Unity

The convention called for "a renewed effort for greater unity in the Canadian labour movement" and instructed the Executive Council "to make every reasonable effort, within the limits of the constitution, to bring all unions now outside the Congress into the Congress".

The delegates approved a substitute resolution, put forward by the organization committee under the chairmanship of W. J. Smith, CBRE President, to replace six others.

One of these, submitted by an Oshawa local of the UAW, asked that invitations to join the CLC be sent to the unions previously expelled from the CCL or the TLC, to the Canadian and Catholic Confederation of Labour, and to the Railway Brotherhoods.

Another, presented by the Ocean Falls local of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, wanted changes made in the constitution "so as to enable the affiliation of all *bona fide* trade unions regardless of the personal beliefs of their officers or members". Orville Braaten, delegate from a Vancouver local of the Pulp and Sulphite Workers, told the convention that the only question that should be asked of a person wishing to join the CLC is: "Are you a trade unionist?"

As passed, the substitute resolution pointed out that the problems facing the labour movement today call for "the urgent uniting of all trade unions". It also points to the "mounting offensive of the employers" as another reason for greater labour unity.

### Dispute over Firemen on Diesels

Support for the Brotherhood of Locomotive Firemen and Enginemen in its dispute with the Canadian Pacific Railway Company over the employment of firemen on diesel locomotives in freight and yard service was pledged by the Canadian Labour Congress.

But the extent of the support was to be determined by the CLC Executive Council after consultation with other unions of railway employees.

The resolution proposing support for the Firemen, a substitute for one sponsored by 66 lodges of the Brotherhood from coast to coast, was not passed until, after a long debate, it was amended and returned to the floor the day after its original appearance.

The substitute drafted by the convention organization committee proposed support "in a manner and extent to be determined by the Executive Council or Executive Committee". In this form it failed to gain approval and it went back to the committee for amendment.

The next day the committee proposed an addition to its resolution, so that the support would be determined by the Executive "in consultation and co-operation with the unions representing operating and non-operating railway employees". This version carried unanimously.

### Election of Officers

The four top positions in the Congress were filled by acclamation.

Claude Jodoin was returned unopposed for a second term as President and Donald MacDonald for a second term as Secretary-Treasurer. Stanley Knowles, former CCF Member of Parliament for Winnipeg North Centre and formerly the party's deputy leader in the House of Commons, and William Dodge, Montreal representative of the Canadian Brotherhood of Railway Employees, were elected without opposition to the newly created executive vice presidencies.

Joseph "Jimmy" James, President of the Manitoba Federation of Labour, was nominated as an Executive Vice President but declined the nomination.

Seven candidates were nominated for the four general vice presidencies, also newly created offices, but one, W. J. Smith, CBRE President, declined the nomination, and another, Andrew Cooper, Canadian repre-

sentative of the Brotherhood of Carpenters and Joiners, had been called away from the convention and had not indicated that he was willing to run. Votes cast for the remaining five were: George Burt, Canadian Director of the United Automobile Workers, 1,190; Frank Hall, Canadian Vice President, Brotherhood of Railway and Steamship Clerks, 1,151; William Mahoney, Canadian Director of the United Steelworkers of America, 1,135; William Jenoves, President of the Bricklayers' Provincial Conference Board of Ontario and of the Toronto and District Labour Council, 1,003; and Joseph Connolly, organizer for the Plumbers union, 543.

Eighteen candidates were nominated for the 13 regional vice presidencies but voting was necessary for only three of the five regions, British Columbia, Prairie and Ontario.

The three nominated for the two British Columbia vice presidencies were: E. P. O'Connor, Secretary of the British Columbia Government Employees' Association; Joe Morris, President of B.C. District Council No. 1, International Woodworkers of America; and J. N. Ross of Vancouver Local 213, International Brotherhood of Electrical Workers. Results of the voting: Morris, 1,109; O'Connor, 1,037; Ross, 376. Mr. Morris is serving his second term.

There were also three candidates for the two Prairie vice presidencies: Neil Reimer, Canadian Director, Oil, Chemical and Atomic Workers International Union; Donovan Swailes, American Federation of Musicians; and Dave Keir, Edmonton Local 424, International Brotherhood of



—Bill Rose, Winnipeg Free Press

### The full-time officers for 1958-60 of the Canadian Labour Congress

<b>Stanley Knowles</b>	<b>Claude Jodoin</b>	<b>Donald MacDonald</b>	<b>William Dodge</b>
Executive Vice President	President	Secretary-Treasurer	Executive Vice President



Electrical Workers. Results: Swailes, 1,051; Reimer, 903; Keir, 295. Mr. Swailes and Mr. Reimer were incumbents.

For the four Ontario vice presidencies, seven candidates were nominated: Joseph Connolly, Plumbers' organizer; Andrew Cooper, Canadian representative of the Carpenters; E. Schofield, international representative, Hotel and Restaurant Employees' and Bartenders' International Union; Larry Sefton, Director, District 6, United Steelworkers; W. J. Smith, CBRE President; Paul Swaity, Canadian Director, Textile Workers Union of America; and Stan Thornley, Toronto Local 136, United Rubber Workers. Mr. Cooper and Mr. Swaity were incumbents.

In the voting, Mr. Cooper received 967 votes; Smith, 899; Swaity, 776; Sefton, 754; Connolly, 316; Schofield, 270; and Thornley, 118. The first four were elected.

The three Quebec vice presidents elected without opposition were: Huguette Plamondon, Montreal Labour Council; Roger Provost, Canadian Director, UTWA; and Louis Laberge, President, Montreal Labour Council. Miss Plamondon and Mr. Provost were incumbents; Mr. Laberge succeeds George Schollie, Canadian Vice President of the International Association of Machinists, who did not enter the contest.

Two Atlantic vice presidents elected by acclamation were James A. Whitebone, MBE, President, New Brunswick Federation of Labour, an incumbent, and D. J. Gannon, President, Halifax and District Labour Council.

The elections were conducted by CLC Honorary President A. R. Mosher.

## Presidential Address

In a 6,500-word address at the opening session of the convention, President Claude Jodoin reviewed the activities of the CLC since the founding convention in Toronto, reiterated the policies of the Congress, and outlined the claims of organized labour.

His address was a statement of labour's platform, outlining existing policies and avowed aims.

The CLC, he said, stands for:

- Unified labour;
- Organization of the unorganized;
- Social and labour legislation;
- Better informed and more effective membership;
- Full employment;
- Increased purchasing power;
- Clean labour movement;
- Canadian labour autonomy;
- Planned immigration;
- Free trade unions throughout the world;
- Full support of the ILO and the UNO;
- World peace.

At the same time, President Jodoin served notice of the CLC's immediate aims. They include:

- Amendments to existing social legislation;
- A comprehensive national health plan;
- Important tax cuts;
- Inclusion of the teaching of trade unionism in the school curriculum;
- Advanced technical institutes in all provinces;
- Full access to educational facilities;
- Vigorous local action regarding slum clearance;
- Wage increases;
- Regulated immigration.



—Portugal & Ayers, Winnipeg

### The General Vice Presidents of the CLC elected at the convention

**William Mahoney**  
Steelworkers

**William Jenoves**  
Bricklayers

**Frank Hall**  
Railway Clerks

**George Burt**  
Auto Workers

In his hour-long message, the CLC President asserted that "the over-all co-operation of our affiliated unions has surpassed our most optimistic estimates, and it is abundantly clear that the deep desire of the workers of Canada is for unity in the labour movement".

Mr. Jodoin told of the "numerous meetings" between the CLC and the Canadian and Catholic Confederation of Labour. While he regretted not having "reached any concrete proposals which might become the basis of a merger agreement" he said that the discussions have been "most encouraging".

Organization of the unorganized, explained Mr. Jodoin, remains one of the greatest challenges and is "the key to continued economic and social progress in Canada and throughout the world".

While the President referred to social legislation only in general terms, he was most specific regarding a national health plan. "It has been deemed imperative," he said "that a comprehensive health plan be adopted, which will promote good health through preventive measures, and will assure the Canadian people of medical, dental, and other services when they are required, as well as a program of rehabilitation, when necessary, to restore them to an active and useful life."

The CLC President came out strongly in favour of tax reductions to reduce unemployment. He advocated:

1. Cutting the sales tax in half, which would put \$450,000,000 more in consumers' pockets;

2. Raising income tax exemptions to \$1,500 for single persons, and \$3,000 for married, and raising to \$500 the deduction for children receiving family allowances, which would place about \$577,000,000 in consumers' pockets;

3. Allowing deduction of all medical expenses, which would add another \$15,000,000 or \$25,000,000.

Mr. Jodoin, in reiterating that wage increases mean more purchasing power and a greater measure of prosperity, said that "Labour is solidly united behind those unions which are already being attacked by management and the press because they have indicated that they propose to seek wage increases in their negotiations with management".

Stating that the Canadian labour movement is "a clean movement which has made, and is making, a notable contribution to Canadian life," he objected to what he called "attempts to smear Canadian unions because of events which have occurred in a few unions in the United States".

At the same time, Mr. Jodoin pointed out that the CLC is an "autonomous national labour centre".

Canadian workers are free citizens in a free nation. They can make their own decisions. It may be that, in many cases, those who are casting reflections on these workers and their organizations are themselves controlled by foreign capital or corporations. There are still some wishful thinkers in Canada who are hoping that organized workers will again become divided. They are going to be disappointed. Our organization is big enough for us to sustain any differences of opinion which may arise, and settle them within our organization.

He warned that "a vigorous effort is being made in some quarters to import 'right to work' laws," which he described as laws designed to undermine the whole process of collective bargaining.

In dealing with immigration, Mr. Jodoin said the CLC supported "an intelligent, planned immigration policy, by which the greatest possible number of immigrants can establish themselves satisfactorily in Canada". He warned, however, that this policy should be implemented with due regard to "the factors of employment, living standards, and available social facilities, including housing".

He reiterated the CLC's stand that immigration be implemented through the Department of Labour.

Turning to international problems, President Jodoin said that the CLC's approach is based essentially on its domestic program.

"We desire for the world's people," he said, "what we would want our own people to achieve, namely: political freedom, human dignity, the right of national self-determination, and a world of peace."

In closing, President Jodoin urged the Government "to utilize every means of approach, in order to keep open the lines of communication between the opposing armed camps, and to bring about negotiations without bogging down in wrangles on procedure, dates, places and participants".

## The Prime Minister

Rt. Hon. John Diefenbaker, Prime Minister of Canada, told the delegates of the Government's intention to take three steps that the convention had urged in resolutions adopted earlier in the session; but he also warned that "this is no time for drastic demands by any segment of our economy".

He had flown to Winnipeg especially to address the convention—his first appearance as Prime Minister before a national labour meeting—and returned to Ottawa immediately after speaking.



The Prime Minister was cheered when he announced that his Government would institute a Bill of Rights for Canadians within the constitutional jurisdiction of the federal Government; that Parliament would be asked to make "several hundred million" more dollars available for housing loans; and that the Government was considering asking Parliament to extend seasonal unemployment insurance benefits beyond the May 15 deadline\*.

It was during his remarks on unemployment that Mr. Diefenbaker warned against drastic demands. The Government's first responsibility was to maintain employment, he said. "But we cannot keep conditions of full employment if we price ourselves out of markets.

"This is no time for drastic or over-riding demands by any segment of our country."

The Prime Minister said he would be saying the same thing to business and industry.

Earlier in his remarks on unemployment he had declared that Canada's economy was affected to a large degree by the United States. "When there is unemployment in the United States it has its effect

on our country because there will be pressure on the Administration to export it by dumping surpluses abroad and raising tariffs."

He then explained the steps the Government had already taken to alleviate unemployment. First it had restricted immigration, "not because we did not wish to welcome those from other lands but because it was our first duty to assure ourselves that they were economically absorbable".

Then it had "loosened up tight money" and reduced credit restrictions, and increased social security payments. "We made \$350 million available for housing, which greatly accelerated activity.

"There has been such a demand that funds are now running out. We are calling Parliament at the earliest possible date and Parliament will be asked to make several hundred million more dollars available."

Housing starts in February were up 129,000 over a year earlier—they were down 1.2 per cent in the United States, he said—and this had meant the maintenance of some 200,000 jobs in Canada.

The Government had also extended the duration of seasonal unemployment insurance benefits and was considering a further extension.

He hoped, he said, to be able to present to Parliament further action against unemployment but he couldn't reveal its nature

\*On May 15 a bill to extend the duration of seasonal benefits to June 28 was passed by the House of Commons. The next day a further \$350,000,000 was made available for mortgage loans through an amendment to the National Housing Act.



—Portugal & Ayers, Winnipeg

Prime Minister Diefenbaker speaking to the delegates from the convention platform

until it had been placed before Parliament.

Prime Minister Diefenbaker then repeated the Government's intention to launch a national development policy, including a start on the building of the Saskatchewan Dam.

Applause greeted his statement that Canada should process more of her raw materials rather than ship them out for processing. "It does not make sense to me that we export 10,000,000 tons of iron ore, thereby exporting employment that should remain in Canada," the Prime Minister said.

"Our policy will be to develop our own resources and determine our own future."

The Government has an obligation, also, he added, to take the initiative in expanding Commonwealth and international trade.

Canada cannot remain prosperous if inequalities exist, he continued, adding that the Government was having a study made of the United States contributory social security system.

Earlier in his 45-minute address, Mr. Diefenbaker had said that there should be the maximum degree of freedom from government interference. "Government action becomes justified, and indeed obligatory, at the point when the public interest demands action in that regard. The best interests of all will be the motivating principle of any action that is taken."

While the Prime Minister did not explain what these remarks referred to, it was assumed that he was referring to the strike by the firemen against the CPR, which was threatening at that time.

At the beginning of his address, he had pointed out that the Congress possessed great power and that social responsibility always goes hand-in-hand with power. "Those in power may be inclined to forget that in a democracy power is never absolute. Always we must realize that to keep power, power must be used with moderation.

"Neither your responsibility nor mine is confined to those who elected us. We have an obligation, and it is our prime obligation, to serve the best interests of all the people of Canada, because only so can we best serve those who gave us our mandates."

### The Minister of Labour

Hon. Michael Starr, Minister of Labour, told the convention that he intended to bring together, as soon as feasible, representatives of labour, industry, commerce and government to get their advice and suggestions on the problem of seasonal unemployment in Canada and on what he

believed to be a related problem: "a basic dislocation in our economic set-up".

Just before making this announcement he had pointed out that over the past few years, with few exceptions, there had been a steady climb in unemployment peaks, of which the past winter's high figure was the culmination. While this unemployment had been partly seasonal, there had been a gradual increase that could not be blamed completely on seasonal factors.

A large proportion of the Canadian labour force was employed in primary industries—lumbering, fishing, mining and farming—that were affected by seasonal factors, and in housebuilding and construction, where there was also a seasonal factor. But, he went on, "one of our major problems is that we must develop the type of industrial activity that will provide year-round work for Canadians," not just for unskilled labour, as in the primary industries, but for skilled workers.

"This means that we must process more of our own raw materials in Canada.

"This is one of the big ways in which we can provide year-round jobs, and also about the only way in which we can absorb our continually growing skilled labour force."

The solution to this and other economic problems will be arrived at through mutual co-operation between Labour, Government and Management, he believed.

The Minister said he hoped to re-organize the National Employment Service so that it can do a more effective job of placing men and women who are out of work. He also hoped, he said, to be able to make some amendments to the Unemployment Insurance Act.

He then reminded the delegates that the federal Government at its last session had enacted an annual vacation with pay act, had brought married women under the provisions of the Unemployment Insurance Act and extended seasonal benefits by two months, and had extended collective bargaining rights to employees of two Ontario plants of Canadian Arsenals.

Earlier in his address to the convention, Mr. Starr expressed the belief that relations between Labour and the Government were as good in Canada as anywhere, and that relations between Labour and Management had established an "excellent record" in this country.

He hoped this state of affairs would continue. It seemed to him that "we are rapidly getting to the point where it can be generally accepted that both Labour and Management have at least as many goals in common as they have matters that divide them".



At the beginning of his speech, the Minister referred to the appointment of Gordon Cushing as an assistant deputy minister in his department. With Mr. Cushing's acceptance, he believed, he would have the benefit of guidance and counsel based on long experience with the organized labour movement in Canada.

Mr. Starr then spoke of the retirement as assistant deputy minister of M. M. Maclean. "His service stands," he said, "as a tribute not only to himself, but to you in organized labour, from whose ranks he came.

Mr. Maclean has made a contribution to the Department of Labour that it would be difficult to over-emphasize. He came to the Department at a time when unions were just beginning to reach towards their present status; he worked through the difficult years of the war and through the challenging years of formulating Canadian labour relations legislation.

In his work in the founding of the Canadian Brotherhood of Railway Employees and with the All-Canadian Congress of Labour and the Canadian Congress of Labour during its early years, Mr. Maclean made a contribution to Canada itself that will long be felt, Mr. Starr said.

"In Canada we have managed to maintain a balance between Labour and Management that has greatly contributed to our steadily increasing standard of living," the Minister concluded.



—Portugal & Ayers, Winnipeg

**Hon. Michael Starr**  
Solutions Through Co-operation

"In the interests of both Capital and Labour, it is essential that that balance continue to be maintained. It is essential that both Labour and Management, in their mutual concerns, take a large view of problems, and endeavour thereby to arrive at solutions consistent with the greatest good of the greatest number."

## Fraternal Delegates

### Sir Alfred Roberts

An eloquent appeal for the strong to help the weak "in a world where the common man is safe from hunger, fear and exploitation" was made to the CLC convention by the fraternal delegate from the Trades Union Congress, Sir Alfred Roberts, CBE, General Secretary of the National Association of Card, Blowing and Ring Room Operatives.

Pleading that solidarity, an old slogan, must become a modern practice, Sir Alfred said that "no job presents a greater challenge than this task of helping those who have no unions or who have only just begun to develop them".

It was a matter of urgency that help gets there on time, he warned. "The gap that separates the way we live in the industrialized west and the way others exist in the under-developed lands of Asia, Africa and America grows wider instead of narrower. Into it, irresponsible nationalism or ruthless totalitarianism, breeding on hunger and poverty, could move, causing new misery for millions."

Sir Alfred, who is Chairman of the TUC International Committee, said that it has accepted an obligation to raise, within three years, 500,000 pounds (\$1,400,000) for the International Solidarity Fund of the International Confederation of Free Trade Unions. (Later in the week the CLC unanimously voted to contribute a minimum of \$100,000 to the International Solidarity Fund for the three-year period ending December 31, 1960.)

The TUC fraternal delegate also praised the International Labour Organization, urging that it be used to "help the millions of workers who are unable to help themselves".

Some have questioned the value of the ILO and some have sought to limit its scope, he said. "They have not been trade unionists... It is the trade union movement which provides the dynamism and it is trade unionism which must ensure that the ILO has the ability and the means to pursue its task of raising social and labour standards throughout the world."

Turning to the labour scene in England, Sir Alfred said that, in 1957, eight million

working days were lost through strikes, four times as many as in any other post-war year. Yet, he added, this loss of time was still only half the amount lost due to accidents and a twenty-fifth of that lost due to sickness.

#### **Joseph A. Beirne**

The best defence against attempts to impose right-to-work laws in Canada is a healthy trade union movement free from corruption and alert to public sentiment and the needs of the community, said the fraternal delegate to the convention from the AFL-CIO. He urged the Congress to fight such attempts.

Mr. Beirne, who was elected a vice president of the CIO in 1949, became a vice president of the AFL-CIO when the AFL and the CIO merged in December 1955. He is chairman of the AFL-CIO Community Services Committee.

Mr. Beirne spoke of the need for programs for economic recovery from the recession. Organized labour in the United States, he said, would "as patriotic citizens" be insisting on wage increases as a means

to this end. The cost of the recession was tremendous, he said. The AFL-CIO estimated that \$25,000,000,000 had been lost so far in the curtailment of the production of goods and services.

In bringing greetings from the AFL-CIO and its executive council, the fraternal delegate paid tribute to the Congress on its success in unifying the labour movement in Canada. We were fortunate in these troubled times, he remarked, to have a merged labour movement on both sides of the border. He said that he was disturbed by reports of a deterioration in official relationships between Canada and the United States, and he declared that the AFL-CIO would oppose attempts "to put a wedge between the two peoples".

Touching on international affairs, Mr. Beirne said that the Russians had tried to develop a "summit" conference into a cure-all, but that there was no magic in such a conference. We should not, however, say that no agreement was possible. We should at least make certain that failure to achieve such agreement was the Kremlin's responsibility, and not ours.



*—Portugal & Ayers, Winnipeg*

**The four fraternal delegates to the convention (left to right): Hans Gottfurcht, Assistant General Secretary, International Confederation of Free Trade Unions; W. B. Beard, General Secretary, United Patternmakers' Association, and Sir Alfred Roberts, General Secretary, National Association of Card, Blowing and Ring Room Operatives, both representing the Trades Union Congress; and Joseph Beirne, President, Communications Workers of America, representing the AFL-CIO**



### Hans Gottfurcht

Canadians were pioneers in voluntary and direct membership contributions while the Regional Activities Fund of the International Confederation of Free Trade Unions was in force and when the International Solidarity Fund of the ICFTU began. For a long time they were also the highest per capita contributors to the latter fund.

These facts were brought out in the address by Hans Gottfurcht, Assistant General Secretary of the ICFTU, who attended the convention as ICFTU fraternal delegate.

"Many of the ideas of directly relating the membership to the work of the ICFTU developed in Canada, and they have now been accepted by other national centres in carrying out the program and reaching the objective of the International Solidarity Fund of \$56,000,000 in three years," Mr. Gottfurcht continued.

International solidarity is not a new thing in the international labour movement, he pointed out. As an instance of this he referred to the way in which the Swedes had received financial help from several European countries, including Germany, during the general strike in Sweden in 1909; while 10 years later Germany had received help, a large share of which came from Sweden.

He emphasized the point, however, that the idea of charity has no place in the labour movement. Although our help might at present go most largely to help the labour movements in the less developed countries, no money can buy the loyalty, dedication and sacrifice with which trade unionists in those countries are working to build up their own organizations, not only in their own interests but "in the mutual interest of all of us".

Mr. Gottfurcht spoke of the need for helping workers in these under-developed countries to organize; and of the need also to give help in rebuilding their broken organizations to workers in those countries which had in recent years emerged from oppression.

"Only 25 per cent of the wage-earners of the free world are organized, and of that small percentage the largest part is to be found in Europe and North America. We should be able to double the membership of our International inside, say, the next 10 years," Mr. Gottfurcht said.

### W. B. Beard, OBE

A second fraternal delegate from the TUC was W. B. Beard, OBE, General Secretary of the United Patternmaker's

Association. During his address to the convention he remarked that "the imbalance in United Kingdom-Canada trade can not go on indefinitely".

### Gordon Cushing

Executive Vice President Gordon Cushing, whose appointment as an Assistant Deputy Minister of Labour had been announced prior to the convention (I.G., April, p. 341), spoke briefly to the delegates almost on the eve of assuming his new position.

He denied that he was "leaving" the labour movement, as some had described his change of jobs. "If it were necessary for me to sever my membership and close my relationship as a union member to qualify for the position I am to take, I would not have accepted," he said. "Certainly no stipulation or qualification of that kind is set out in my new terms of reference."

Mr. Cushing said he saw his new position as "a serving of Canadian workers, Canadian industry and Canadian public in a very slightly different capacity" than that in which he had served during the last 20 years. It was just as inconceivable to him for a department of labour to be without a few direct representatives of Labour as for a department of justice to be without lawyers or a department of health to be without doctors.

The retiring Executive Vice President paid tribute to M. M. Maclean, the man he succeeded in the Department.

Of his 20 years in the labour movement, by coincidence he had spent 8½ years as Secretary-Treasurer of the Calgary Labour Council and 8½ years as a national officer. But the most important period, he said, was the last five years, since December 7, 1953, when, as Secretary-Treasurer of the Trades and Labour Congress, he directed a letter to the Canadian Congress of Labour proposing closer relationships between the two organizations.

During his address, Mr. Cushing listed his service on behalf of Labour on such governmental agencies as the Unemployment Insurance Advisory Committee, Vocational Training Advisory Council, National Advisory Council on Rehabilitation of Disabled Persons, and the National Research Council.

When he had finished speaking, a motion of congratulations to him and of tribute to Mr. Maclean was made by John W. Bruce, veteran Plumbers' organizer; it passed unanimously.

## Other Speakers

### Dr. August R. Lindt

A strong plea in favour of some 40,000 non-settled refugees, of which 30,000 have lived in European camps for at least ten years, was made by Dr. August R. Lindt, United Nations High Commissioner for Refugees.

Dr. Lindt acknowledged that Canada was one of the nations that had played a foremost part in receiving refugees but added that all countries, all organizations, must share in the "camp clearance program" now underway, with its goal of settling 30,000 refugees by 1960. This will require \$7,500,000.

Describing the aim of the program as an effort to "make out of the refugee a fully integrated citizen," Dr. Lindt noted that refugees are an asset in that they bring new ideas, new horizons.

The High Commissioner insisted that there should not be any discrimination between the healthy and the unhealthy refugee, praising Sweden's gesture in deliberately selecting 1,000 active tuberculosis cases and 1,500 post-tuberculosis cases, with 6,500 dependents. "The majority of the sick are already cured (only 70 active cases remain in sanatoria) and their families have become entirely self-supporting in Sweden," he revealed.

Touching on the question of the Hungarian refugees—some 200,000 left Hungary, of whom 15,000 later returned—Dr. Lindt said that the problem was almost solved, there remaining some 8,000 Hungarian refugees in Austrian camps and 1,000 in Italian camps.

"Canada is the country that has accepted the highest proportion of Hungarian refugees," recalled the speaker.

Dr. Lindt also pointed out that it is not economically rational to keep refugees in camps. "It costs less to pay the transportation to Australia than to feed a person in camp for nine months," he said.

### Ralph Staples

The President of the Co-operative Union of Canada, Ralph Staples, addressed the convention briefly to outline the structure and function of the Canadian co-operative movement.

He explained that co-operatives are dedicated to providing services at cost.

In 1956, the Co-operative Union of Canada numbered 1,500,000 members in 2,700 co-operatives. There were also 4,000 credit unions with more than two million members.

### James Patterson

James Patterson, Chairman of the Farmer-Labour Co-ordinating Council and President of the Interprovincial Farm Union



—Portugal & Ayers, Winnipeg

Gordon Cushing (left), who at the time of the convention was CLC Executive Vice President but has since become an Assistant Deputy Minister in the Department of Labour, enjoys a joke with the Honourable Michael Starr, Minister of Labour



Council, declared that there was no reason why Canadian consumers could not pay growers "a price that will permit him to live". Lacking such returns, farmers had to seek subsidies.

Canadian farming was an efficient industry that could produce the cheapest food in the world, he said, but maximum efficiency could not be achieved as long as growers were penalized by excessive prices created by subsidization of industry.

While workers have increased their total expenditure on food, the percentage of disposable income spent for food had declined 2.4 per cent and, at the same time, the producers' share of the consumer dollar was reduced by about 6 per cent, Mr. Patterson said.

### International Affairs

The Congress adopted, at its Wednesday evening session, a comprehensive international affairs platform calling for the resumption of disarmament negotiations, the solution of unresolved international issues, the strengthening of a defensive shield against aggression and a \$200-million annual contribution to the United Nations economic development program.

The policy statement was a substitute for 13 resolutions.

The delegates also approved another substitute resolution whereby the Congress pledged to contribute a minimum of \$100,000 to the International Solidarity Fund for the three-year period ending December 31, 1960. This pledge, which also reiterated the CLC's full support to the International Confederation of Free Trade Unions, was adopted unanimously.

The meeting also called upon the Executive Council to "continue to make representations to the Government of Canada urging that additional labour attachés be appointed".

In its 1,400-word statement on international affairs, the Congress pointed out that "the very existence of our civilization depends on world peace".

It therefore urged the Government to take immediate measures towards the following objectives:

1. An effective ban on the testing and production of thermonuclear weapons and the eventual destruction of existing stock-piles.

2. Effective international control and inspection to implement this policy.

3. An international agreement on the regulation and control of outer-space travel.

4. Disarmament in the field of conventional weapons.

At the same time, however, the Congress urged the Canadian Government to continue its policy of "strengthening our defensive shield against aggression, to support the North Atlantic Treaty Organization".

The delegates expressed the opinion that Canadians "could well afford to spend a larger share of their national income to aid the less developed nations" and therefore suggested that Canada should spend "at least two hundred million dollars a year as our contribution to the Colombo Plan, United Nations Technical Assistance Program and other economic development projects of the United Nations".

The Executive Council's substitute resolution also drew attention to a number of still unresolved international issues. It urged that Canada work towards the following objectives:

1. Reunification of Germany on the basis of genuinely free elections and the right of a freely elected all-German Government to follow a foreign policy of its own choosing.

2. Peace between Israel and the Arab States on the basis of the territorial integrity of Israel, the lifting of the economic blockade, a just and lasting settlement of the refugee problem and substantial assistance to the economic development of the Middle Eastern States and the living standards of the Arabs.

3. Diplomatic recognition of Communist China and the reunification of Korea and Viet Nam on the basis of genuinely democratic elections, free from Communist interference and terror.

4. The right of self-determination for all colonial peoples.

The international affairs committee, chaired by S. M. Hodgson, International Woodworkers of America, Vancouver, had words of praise for the director of the Department of International Affairs, Kalmen Kaplansky.

Only seven delegates spoke on the subject and a mere handful voted against the resolution.

Max Ferman, Toronto and District Labour Council, pointed out that the AFL-CIO is against recognition of Communist China and expressed the fear that this would create a breach between Canada and the United States. He also argued that recognition of Red China would strengthen the Soviet block in the United Nations and would contribute to the abolition of free trade unions in China.

Horace Brown, National Union of Public Employees, Toronto, wanted a ban on slave labour included in the resolution.

A resolution calling for the fraternal exchange of trade union representatives between Canada and the Soviet Union was referred to the Executive Council when time ran out on the international affairs committee. The committee, however, was recommended non-concurrence in the resolution because trade unions in the Soviet Union do not enjoy freely chosen representatives and also because it ran contrary to the attitude of the ICFTU.

## **Taxation**

Increased exemptions from income tax were sought in a resolution substituted by the Legislation Committee for 13 proposed by affiliated unions. The substitute was adopted.

It suggested changes in the Income Tax Act to provide that:

1. personal exemptions be raised to \$3,000 for married and \$1,500 for single persons;
2. exemptions for dependent children be increased to \$500;
3. all medical, dental, optical and hospital expenses, including the cost of drugs, be allowed as deductions;
4. the cost of, or allowances for, purchases of workers' equipment and protective clothing be exempt from taxes; and
5. travel and living allowances paid to or by workers required to work and live away from home be exempt.

Three resolutions on taxation were defeated on the recommendation of the Committee. One would have asked exemption of overtime pay received by workers in the fish processing industry when they were required to work overtime to prevent spoilage of fish. Another would have sought exemption from tax of salary or indemnity paid to a worker during absence from work because of illness or accident. The third would have urged that employers be made to provide income tax slips before January 15 each year.

A resolution seeking reduction of excise taxes and elimination of the sales tax on beer was referred to the incoming executive.

## **Immigration**

Seven resolutions on immigration were combined into a six-point substitute motion that was adopted after a brief discussion. The adopted resolution called on the Government to:

1. transfer immigration to the Department of Labour;
2. set up an Immigration Advisory Committee, on which Labour would be represented, to recommend changes in legislation, administration and policy;

3. ensure that immigration is planned to maintain full employment and protect standard wages and working conditions;

4. provide full and up-to-date information on employment, working conditions and unions to immigration officers abroad, and "make sure they use it";

5. make sure that employers do not import workers to undercut present working conditions;

6. abolish all discrimination based on race, creed or colour.

Speakers in the discussion on the resolution asserted that employers in the construction industry were using immigrants to undercut wages; that immigration officers were by-passing the National Employment Service; that immigrants were being hired on jobs where union tradesmen were being laid off; and that immigration was one of the roots of the unemployment problem.

## **Legislation**

Without debate, the convention adopted a blanket resolution calling for an integrated national social security plan.

The resolution, put forward by the Saskatchewan Federation of Labour and standing for two others, asked for "inclusive protection for Canadians during periods requiring medical, hospital and institutional care, as well as adequate benefits payable for family allowances, to the unemployed, the sick, the disabled, the handicapped, needy mothers and widows, and our senior citizens".

## **Wages and Hours**

The Congress went on record as favouring substantial wage increases, a national wage minimum of \$1.25 an hour, as well as the five-day, 30-hour week.

The convention supported unions currently seeking wage increases, stating that such increases will provide additional purchasing power and will alleviate, in part, the unemployment situation.

At the same time, the convention adopted a resolution urging the federal Government to establish a national minimum wage of \$1.25 an hour and calling for a conference with the provinces to establish such a minimum.

The Congress also supported a progressive reduction of the standard work-week without reduction in take-home pay, through both legislation and collective bargaining.

Pleas that attempts to obtain wage increases should receive more than lip service on the part of organized labour were voiced by a number of speakers.

M. Mathias, United Automobile Workers, Windsor, stated that wage increases, at this



time, are "essentially necessary". Harry Weisglass, Assistant Research Director of the United Steelworkers of America, saw in higher wages "one of the most effective ways of alleviating unemployment".

The legislative committee's original resolution on the standard work-week was turned down and referred back by the convention because it did not specifically mention the six-hour day and five-day week.

### **Federal Labour Code**

The convention adopted two resolutions calling for an extension of federal jurisdiction in labour matters.

The first urged the federal Government to "declare inter-provincial industries, of nation-wide scope and importance, works for the general advantage of Canada" so bringing them under the exclusive jurisdiction of Parliament and within the purview of the Industrial Relations and Disputes Investigation Act. At the same time, this resolution urged the Government to grant collective bargaining rights to all federal government employees.

The second resolution called for the extension of the Federal Labour Code to the shipbuilding and ship repair industry, as was the case during the war under the "Wartime Wage Control Order".

A resolution submitted jointly by 11 lodges of the Brotherhood of Locomotive Firemen and Enginemen instructed the CLC to petition the federal Government, and provincial federations of labour to petition provincial governments, to amend their labour legislation to provide that "except with the consent of the bargaining agent, no employee shall be required by his employer to cross a picket line" and that "no employer shall dismiss or discipline an employee for refusing to cross a picket line".

### **Picketing and Injunctions**

Five resolutions dealing with peaceful picketing and with injunctions in labour disputes were considered by the legislative committee and streamlined into one substitute resolution. This resolution, however, was referred back to the incoming Executive Committee so that a competent study may be made of these matters by legal counsel, and, in time, representations made to the Government.

The resolution notes a tendency on the part of employers to institute criminal actions before federal courts, particularly against union representatives, where such matters were normally processed on a civil law basis or through the Department of Labour, and objects to a situation whereby

union representatives are "made to appear as criminals in the eyes of the public during a labour dispute".

The resolution protests against the processing of labour disputes in the criminal courts and seeks an amendment to Article 21 of the Criminal Code, as follows:

No person commits an offense by reason only that he directs or participates in any peaceful picketing or carries out any other licit activity in the normal course of the exercise of his duties as a representative or member of a lawful trade union or of a lawful association or combination of workmen or employees formed for the purpose of advancing, in a lawful manner, their interests and organized for their protection in the regulation of wages and conditions of work.

### **Use of Canadian Goods**

In an effort to promote Canadian-made goods, the convention adopted a resolution recommending that all affiliates of the CLC urge the various levels of government to specify, in the letting of contracts, the purchasing of goods and the hiring of labour, "that Canadian union-made goods be given preference, and that union wages and union working conditions prevail".

The original resolution put forward by the legislative committee was referred back to the Committee because it was felt that the words "subject to reasonable safeguards in the public interest" provided too much of an escape.

### **Radio and Television**

The Congress passed a resolution urging the Government of Canada to take measures to "assure the sound expansion and development of radio and television broadcasting in Canada by implementing the report of the Fowler Royal Commission". It also reiterated its opinion that the CBC should "be retained in the dominant and controlling position in national radio and television broadcasting in the interests of the general public".

### **Social Security**

The convention's social security committee, chaired by W. G. Davies, Saskatchewan Federation of Labour, had 92 resolutions referred to it but time ran out before it could report to the convention.

In its report, referred to the incoming executive, the Committee made a number of recommendations for "an improved social security system for the people of Canada," from private pension plans and changes to the Unemployment Insurance Act, to an overhaul of old age security provisions.

### **Health Plan**

From eleven resolutions advocating a comprehensive health plan, the committee urged that the CLC "recommend to the

federal Government the implementation of a comprehensive program of health care, including preventive and diagnostic, as well as curative and rehabilitative services, by physicians, surgeons, dentists and other specialists and other agencies, through a nation-wide scheme of health insurance".

At the same time, the committee referred to provincial federations in those provinces that have not yet introduced provincial hospital insurance schemes or have not yet indicated their intention of doing so a recommendation that "all provinces accept the federal proposal for a joint financing of a nation-wide scheme of hospital care and diagnostic treatment".

#### **Aged, Blind, Disabled**

Inspired by 14 resolutions dealing with social security for the aged, the blind and the disabled, the Congress will urge:

—Reduction in the age for eligibility for old age security from 70 to 65.

—An increase in old age security payments to \$75 a month without a means test.

—The provision, where necessary, of adequate housing for recipients of old age security.

—Provision of medical and dental services and drugs to recipients of old age security without cost to them.

—Establishment of pensions for the blind commensurate with a decent standard of living and without a means test.

—Modification of regulations defining total disability so as to make eligibility for disability pensions more accessible.

At the same time, the CLC will urge the establishment of a national scheme of old age security which would, among other things, contain the following features:

(a) Be contributed to by both employers and employees, though not necessarily in equal proportions, with appropriate arrangements to enable the self-employed to participate, supplemented by tax revenues to the extent necessary to provide adequate pensions;

(b) Establish and maintain an employee's equity in the scheme regardless of any changes in employment during his working life;

(c) Relate benefits to highest earnings during a reasonable period preceding retirement;

(d) Provide against loss of purchasing power of old age benefits as a result of inflation;

(e) Include survivor's benefits;

(f) A minimum pension sufficient for a minimum health and decency standard of living where the accrued pension falls short of satisfying such a standard; and

(g) The integration with, supplementation of or substitution for private pension schemes, whichever arrangement will work out to the best advantage of the beneficiary.

#### **Family Allowances**

On family allowances, the CLC's stand favours increases to a point where "the original buying power will be restored". It also requests the payment to the age of 20 years, where children are attending school or college.

#### **Private Pensions Plans**

Private pension plans, according to the committee after study of 10 resolutions on the matter, should be required to satisfy the following standards:

1. Full and immediate vesting of the employer's as well as the employee contributions;

2. Benefits satisfying proper standards of adequacy before tax relief may be had by the employer;

3. Guaranteed benefits;

4. Complete transferability of pension rights during the working life of the beneficiary;

5. Benefits no less generous than those obtainable from any public wage-related contributory system;

6. Adequate disability retirement benefits;

7. Minimum standards of stability of pension funds, administration costs, etc., under government regulation and supervision;

8. Full disclosure of pension operations to all affected parties, including the union or unions of the employees; and

9. Adequate union representation in the administration and review of such plans.

#### **Unemployment Insurance Act**

The Unemployment Insurance Act, in the eyes of the social security committee, continues to be "one of the main pieces of social security legislation affecting the workers of Canada". Proof of this can be found in the 47 resolutions submitted on the subject.

Among the major changes sought in the Act or in regulations pertaining to the Act are:

1. Extension of coverage to cover all wage and salary earners regardless of the nature of their employment and more particularly and without further delay the employees of non-profit-making hospitals and charitable institutions;

2. The removal of the present \$4,800 ceiling on insurability of salary earners and the substitution of a substantially higher ceiling;



3. The establishment of benefit rates at not less than two thirds of former earnings and the establishment of at least two new insurance classes;

4. Restoration of the 51-week maximum benefit period;

5. Elimination of the waiting period;

6. Elimination of the present section 45 (2) and its replacement by a less onerous provision;

7. The deletion of section 67 (1) (c) (iv) of the Act under which married women's regulation may still be introduced;

8. The elimination of the anomalies in regard to benefit during illness whereby benefit would be available if and as soon as employment was lost due to illness;

9. A modification of the disqualification resulting from unemployment due to a stoppage of work whereby such disqualification would not result if the stoppage is a lockout imposed by the employer, or if the unemployment is due to a refusal to cross a picket line, or if the strike is the result of the failure of an employer to observe a status affecting conditions of employment, to conform to a collective agreement or to implement an arbitration award;

10. Prohibition of referrals to struck plants;

11. Restoration of dependency status for dependents residing outside Canada or the United States;

12. Reduction of the maximum period of disqualification from six to four weeks.

The Congress will also seek, through the Unemployment Insurance Commission and the Unemployment Insurance Advisory Committee, "a critical appraisal" of the present Act as compared with the Act before 1955.

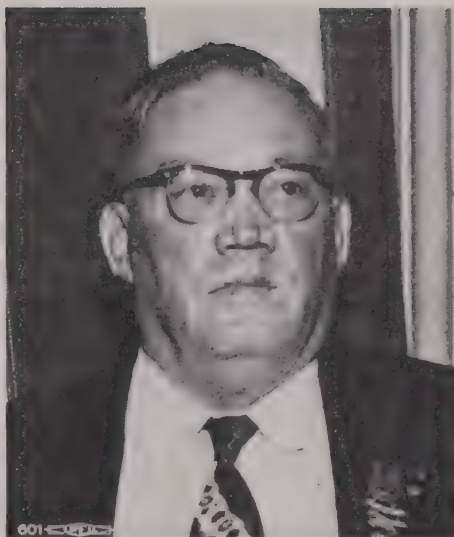
### **Workmen's Compensation**

One of the resolutions referred to the incoming executive would have provided for:

Concerted action by the Congress and its provincial federations to get certain provinces to adjust the permissible percentage of disability pension for Workmen's Compensation Board cases in which accidents occurred when wages were lower than they are today, and to adjust the amount of pension to compensate for the increase in the cost of living.

### **Human Rights**

The Congress, through its committee on human rights, has pledged its support to the maintenance and expansion of freedom in Canada and has reiterated its resolve to seek a Bill of Rights.



—Newton, Ottawa

**Carl E. Berg, MBE**

**His Last Convention**

The committee, chaired by David Orlikow, International Typographical Union, Winnipeg, did not report to the convention before adjournment; its recommendations were referred to the incoming executive.

In a substitute resolution, for eight submitted on that subject, the committee urged the CLC to "pledge its active support to the maintenance and expansion of freedom in our country and to combat any encroachment of such freedom which constitutes a threat to our civil liberties".

Reviewing anti-discrimination legislation, the committee noted that four provinces, Quebec, Alberta, Prince Edward Island and Newfoundland, had not yet enacted protective legislation against discrimination.

The committee charged that "some of the discriminatory features of Canada's Immigration Act remain a blot on our basic democratic traditions". It also drew attention to what it called the "treatment of our native Indian and Eskimo populations as second-class citizens".

The report of the committee urged the Department of Labour to appoint a citizen's advisory committee for the Canada Fair Employment Practices Act and further urged that the Department make a survey of racial and religious discrimination in employment in Canada so that the law "can be applied where it is needed".

### **Government Employees**

The convention's government employees committee, to which 24 resolutions were referred, did not bring its report before the delegates.

Proposals contained in the 24 resolutions ranged from a recommendation that the CLC strive to obtain bargaining rights for federal civil servants to a suggestion that the Congress seek the adoption of the 35-hour week for administrative staffs in the government service.

There were specific requests concerning prevailing rate employees, firefighters employed by the Department of National Defence, seamen employed on government vessels, and postal employees. Other resolutions requested a government contribution of at least 50 per cent to group hospital-medical coverage for civil servants, a change in the basis of computing superannuation and dependents' pensions, the adoption of highway post offices, and the restoration of twice-daily mail deliveries.

### Education

The convention education committee was unable to present its report to the delegates because of lack of time.

In the report, copies of which were distributed to the press, the committee said it believed that the aim of education in the trade union movement was "to create a fundamental understanding of our society and economy and to train union members to carry out their union responsibilities more effectively".

In place of the 11 resolutions referred to it, the committee recommended adoption of three substitutes. The first would have asked the federal Government to:

—Give sufficient financial assistance to the provinces for education at all levels from grade school to university.

—Call a dominion-provincial conference on education.

—Implement a far-reaching program of scholarships.

—Establish advanced technical institutes in all major industrial centres.

—Institute an extension of teacher-training programs and take measures to make the teaching profession attractive to a sufficient number of men and women of the right calibre. It was suggested that these measures include "adequate salary schedules".

—Give financial assistance to a school construction program to provide enough classrooms.

The other two substitutes would have:

—Urged the Congress to move "with all possible speed" towards the establishment of a Trade Union Training College.

—Instructed the Congress to provide further means of inculcating union members with the importance of buying articles that bear the union label, and patronizing services or firms whose employees are organized.

—Instructed the officers of the Congress to make certain that a "full, comprehensive and objective history of the Canadian labour movement is written".



—Portugal & Ayers, Winnipeg

Two Indian trade unionists studying the Canadian labour movement on Colombo Plan scholarships visited the convention before returning to their homes. Pictured with CLC President Jodoin are Chandara Saikia (left) and Doreswamy Venkatesh.



## Other Resolutions Adopted

The convention adopted a resolution that, alleging that the Committee for Economic Rights and Freedom had been established to promote "right-to-work" legislation in Canada, called on the CLC executive to make an "immediate investigation into the anti-labour union activities" of the Committee and to resist attempts by the organization "to lessen or restrict labour unions' rights and freedoms".

Other resolutions adopted by the convention:

- Pledged support for the campaign of farm organizations for parity prices.

- Urged the Government to establish a price support program based on 100 per cent of parity on all agricultural products produced and consumed in Canada.

- Asked the Government to barter or accept foreign currencies in payment for Canadian farm produce.

## Resolutions Left to Executive

More than half the 425 resolutions submitted by affiliated unions had not been placed before the delegates when the convention suddenly adjourned. They were referred to the incoming executive.

In addition to those remaining resolutions described in the reports of convention committees, there were resolutions among those left untouched that would have:

- Called upon the federal Government to strengthen the anti-combines legislation, particularly through the lifting of the \$10,000 maximum fine.

- Declared the CLC to be in favour of "a purely Canadian flag".

The decision of his government to set up a separate ministry of Labour when the Cabinet is reorganized was announced by Premier D. L. Campbell of Manitoba in his address of welcome to the delegates. This had been requested by organized labour in the province, he reminded the delegates.

On June 9, F. L. Jobin, formerly Minister of Industry and Commerce, was installed as the province's first full-time Minister of Labour.

- Required all local, national or international union officials to retire at 65 years if they are eligible for an adequate pension.

- Pressed the Government of Canada "to investigate the exorbitant cost of mortuary services".

- Asked for an investigation into the "plight" of the Corps of Commissionaires.

- Arranged for a yearly meeting of trade union leaders to discuss wage and contract demands, "with a view to establishing a pattern in negotiations".

- Sought to have affiliated national and international unions require their locals to become affiliated with local labour councils and provincial federations chartered by the CLC.

The resolutions committee, in its report, recommended rejection of a proposal that an officer of a provincial federation could not hold office in a labour council, or vice versa. The resolution would have made this rule apply to CLC officers as well. The committee's recommendation was not placed before the convention and was not voted on.

## Union Label Trades Department Convention

At the first convention of the CLC Union Label Trades Department since the merger of the TLC and CCL, the 124 delegates present approved the setting up of an Executive Committee consisting of the president, the secretary-treasurer and two vice presidents.

This constitutional change was necessary in order to overcome the difficulty in maintaining communication between the Executive Board, the executive and the headquarters of the Department that arose because conventions are now held only every two years. It was pointed out that attendance at the Union Label convention was dependent upon attendance at the CLC Convention, which is held biennially.

One of the new vice presidents will represent the region west of Ontario and the other the region east of Ontario. The region served by the President has no vice president on the Executive Committee.

The convention was held in Winnipeg on April 20, under the chairmanship of Stan Clair, President of the Department. In his opening remarks Mr. Clair expressed the opinion that the union label effectively served its purpose with trade unionists and with the public generally.

The Secretary-Treasurer, Thomas B. Ward, in his report stated that in the past two years the number of affiliated and chartered members of the Department had

increased by 50 per cent. Mr. Ward presented and described the new union label directory which will shortly be distributed across the country to serve as the basis of a buyer's guide. Compilation of the directory had been decided on at the previous convention.

R. C. McCutchan, Retail Clerks International Association, Winnipeg, said that a pocket directory which could be carried by individual members would have been more useful as a buyer's guide than the one prepared, which of necessity would have to be kept at local union headquarters.

The convention approved a constitutional change which authorized local and provincial Union Label Leagues and Councils to accept as affiliates women's auxiliaries of organizations affiliated with the Union Label Trades Department.

At the election of officers, Stan Clair, Amalgamated Clothing Workers, Windsor, was re-elected President, and Thomas B. Ward, Canadian Labour Congress, Ottawa, re-elected Secretary Treasurer. Mrs. Josephine Hallock, Office Employees' International Union, Vancouver, and Rene Rondou, Tobacco Workers' International Union, Montreal, were named Vice Presidents.

The five regional vice presidents elected were: Atlantic Provinces—Donald Cudmore, International Association of Machinists, Moncton; Quebec—David Phillips, Amalgamated Clothing Workers, Montreal; Ontario—Saul Fagan, United Hatters, Cap and Millinery Workers, Toronto; Prairies—Mrs. Emily Ross, United Garment Workers, Edmonton; and British Columbia—David Wade, Retail Clerks International Association, Vancouver.

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## 9th Meeting, Apprenticeship Training Advisory Committee

Eight provinces will give identical examinations next year in motor vehicle repair trade, first step towards co-operative development of nation-wide standards of attainment in designated trades, meeting told

A project, intended to be an exploratory step in the direction of co-operatively developing nation-wide standards of attainment in designated trades, was outlined at the ninth meeting of the Apprenticeship Training Advisory Committee, held in Ottawa on April 29 and 30.

In 1959, for the first time in Canada's history, the eight provinces in Canada that have signed apprenticeship agreements with the federal Department of Labour will give identical examinations for graduating apprentices in the motor vehicle repair trade. Until this time each province has given its own examination to graduating apprentices in this trade, with the result that the certificates issued were not always recognized in all provinces.

Those apprentices completing their apprenticeship in the motor vehicle repair trade in 1959 who successfully pass the examination will be issued with certificates attesting to a standard of competence which will be recognized by other provinces. All provinces except Quebec and Prince Edward Island have signed apprenticeship agreements with the federal Department of Labour, under which the federal

Government shares in the financing of apprentice training. This examination will apply to only one trade, but it was hoped that it would pave the way for similar arrangements to be made in other trades.

S. R. Ross, Supervisor of Trade Training, Department of Labour, outlined the plan. He stated that the British Columbia Department of Labour is preparing an examination which the Directors of Apprenticeship have recommended for use in a country-wide trial of uniform completion examinations in the motor vehicle repair trade.

For the past few years efforts to bring about recognized standards of competence in various trades have started with the analysis of several trades. These analyses have been prepared by special committees of experts as a basis for the standardization of training. After completion, each analysis has been sent to the various provinces for study, comments or approval. Seven trades, including the motor vehicle repair trade, have been completed to date. The analysis of the motor vehicle repair trade has been used as a basis for the new standard examination.



Each province will mark its own papers according to a key supplied by British Columbia so that all marking will be standardized. In successive years the final examination for apprentices in the motor vehicle repair trade will be prepared by each province in turn.

The examination will be of the objective type, and copies of it will be in the hands of all Directors of Apprenticeship in January 1959.

Three objectives must be sought in the examination, the delegates agreed: proof of competence as a journeyman, revelation of deficiencies in the training of individual apprentices in order to show where they need extra attention, and testing of the quality of instruction and a measure of the effectiveness of training.

### **Delegates**

Representatives of organized labour, industry, and provincial and federal Governments interested in apprenticeship and vocational training attended the conference, held under the chairmanship of Herbert C. Nicholls, a Toronto contractor who is Chairman of the Canadian Construction Association's apprenticeship committee. They were welcomed by Labour Minister Michael Starr and Deputy Minister of Labour Arthur H. Brown.

In his brief remarks, Mr. Starr referred to a current tendency of many young people "to neglect the opportunities offered by apprenticeship and to search, instead, for highly paid jobs". He felt it was a duty of all concerned to restore public faith in apprenticeship as the ideal way to learn a trade. He made mention of the skilled manpower survey being conducted by the Department and the teacher training program. He also complimented the Committee on the valuable work it is doing.

Plans for strengthening the Committee through conferring on it greater independence and responsibility were outlined by Deputy Labour Minister A. H. Brown.

Mr. Brown spoke at length on the impending retirement of A. W. Crawford, Director, Vocational Training Branch, Department of Labour, citing the more than 40 years of valuable service he had given to vocational training. He noted that Mr. Crawford would be succeeded in the post by C. R. Ford, Assistant Director of the Branch.

### **Apprenticeship Training**

Standardization of apprenticeship training and certificates of qualification were discussed at length by the delegates, and

there was general agreement that organized apprenticeship, which combines classroom training with on-the-job training, is still the most effective means of producing skilled tradesmen.

In a discussion on the advantages and disadvantages of pre-apprentice and pre-employment training, some delegates felt that pre-employment training in a school or other centre provides a better method of selecting apprentices, and that boys with such training were more acceptable to employers. Such training also gave trainees a chance to test a trade and see whether or not they like it or are adapted to it.

The system also had some disadvantages: training classes are more expensive and apprentices are not able to earn any money during the classroom phase of training; and there is difficulty in deciding the credits that should be allowed for such training.

### **Dropouts from Classes**

Dropouts from classes were discussed. S. R. Ross felt some of these resulted from apprentices' being placed with journeymen not capable of teaching properly, or who had some trait unpleasant to the apprentice.

L. J. Sparrow, Supervisor of Apprentices, Canadian General Electric Company, pointed out that some journeymen engaged in training apprentices are employed at piece-work, and manufacturers should make concessions in such cases so the men could instruct without loss to themselves.

Herbert Cocker, Vice President of McKay-Cocker Construction Limited, was quick to endorse a suggestion in a report made by S. R. Ross to the effect that the Canadian Construction Association might now like to do something for apprentices similar to its offer of scholarships for engineers. The matter will be considered.

### **Specialization**

Specialization in trades brought out opinions for and against the trend. G. H. Simmons, Director of Apprenticeship, Ontario Department of Labour, and J. P. White, Director of Apprenticeship, Alberta Department of Labour, were opposed to any suggestion that certification be given to workers trained in only one phase of a trade because such a practice would destroy the skilled trades.

They thought that, as in the medical profession, where the student must qualify as an M.D. before specializing as a surgeon or psychiatrist, trades trainees should

pass through the broad basic training of apprenticeship before narrowing their efforts to engaging in a single field.

L. J. Sparrow pointed out that we are facing an age of specialization whether we like it or not, particularly in manufacturing, and noted that with increasing competition in industry, costs involved make it impossible to train an apprentice fully in order to qualify him in a single line of work.

A. W. Crawford emphasized that regardless of opinions on specialization it was a growing trend and consequently could not be ignored. A shop full of specialists will not be a suitable place to give young people all-round training necessary for apprentices and that serious consideration must be given to finding practical means to provide such training.

The Chairman, Herbert Nicholls, urged all members of the Committee to give serious consideration to the problems arising out of specialization in some trades.

#### Other Reports

The delegates were given a brief description of apprenticeship training in West Germany. As an indication of the import-

ance to Canada of apprenticeship training in West Germany, it was pointed out that during 1956, Canada received from that country: 595 bricklayers, 676 carpenters, 368 electricians, 369 painters, 42 plasterers, 228 plumbers, 58 sheetmetal workers and 384 motor vehicle repairmen. Apprentice training in West Germany consists of five eight-hour days a week of on-the-job training, plus eight hours a week in school for every apprentice.

Dr. W. R. Dymond, Director of the Economics and Research Branch, Department of Labour, and Philip Cohen of the same Branch reported and commented on progress in three divisions of the Survey of Skilled Manpower.

In this latter connection, Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, said that the committee working on the survey was considering examination of some of the building trades, and he would be interested in having some advice from the Apprenticeship Training Advisory Committee about which trades should be examined, methods of conducting the examination and presentation of results obtained.

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## Canadian Construction Association Submits Annual Brief to Cabinet

Points out that federal Government has great influence on construction industry's operations and that any sizeable reduction in its volume affects not only the industry itself but also the general public

Three quarters of the resolutions and statements adopted at the annual convention of the Canadian Construction Association were addressed, at least in part, to the federal Government, indicating "the great influence that it has on the industry's operations," it is noted in the group's annual brief submitted to the federal Cabinet on May 8.

"This influence is not only direct through expenditures on worthwhile public projects, but also indirect through legislation and decisions which affect the larger volume of 'private works'."

The brief notes that so much of the Canadian economy relies on the country's construction programs that any sizeable reduction in its volume "not only affects the industry itself, but also the general public".

In the years since the Second World War a new record in the physical construction volume has been created in each consecutive year, the brief asserts, and adds: "The recent 'Investment Forecast' issued by the Department of Trade and Commerce indicates that the 1958 volume will amount to approximately \$7.1 billion. In terms of employment this program will require more than 600,000 Canadians in construction operations and will give employment to an even greater number of people in manufacturing, transporting and merchandising the \$3½ billions of materials and equipment required."

It was emphasized in the 1958 brief that in previous years the CCA submissions to the Government had stressed that the original intent of the National Housing Act—enabling people with modest incomes



to own their own homes—was not being realized. In this connection, CCA suggests that it should sponsor a high-level conference with representation from the Government, finance, research and the design professions to discuss ways and means of increasing the opportunities for the under-\$5,000-a-year group to obtain improved housing, with emphasis on home ownership.

"The development of a home-ownership market for those with modest incomes is not only very desirable in the social sense, but will also be one of the main factors in the maintenance of a high volume of residential construction, which in itself is so important to the Canadian economy," the CCA suggests.

In labour matters, the CCA brief notes that the Association "would like to record again its appreciation" of the efforts of the federal Department of Labour to expand the apprenticeship and vocational training program and to increase the volume of wintertime construction and employment.

"The Association has noted increasing interest in apprenticeship and related types of training by members of the industry and is optimistic concerning further expansion in this training program. The CCA has also continued to stress the special responsibility of employers in assisting in our industrial education programs, both in the provision of opportunities for on-site training and assistance to our schools..."

Problems have arisen in recent times in connection with the schedules of wage rates and hours of labour included in the tendering documents for federal projects. In many cases these provisions have conflicted with provincial requirements. Then again, these schedules may be replaced by new schedules during the life of the contract and there have been a number of occasions when revised lists have been issued even before work on the project has commenced. No compensation is allowed to contractors for the extra costs involved. While members of the Association support the view that fair working conditions should be required on

all federal projects, the arbitrary and unfair fashion in which they have at times been established is in the Association's opinion unwarranted in the light of the "preponderant" local rates and normal work-weeks. Agreement by the Department to give advance warning of intentions to increase wage rates in "fair wage" schedules above those normally paid in the area is noted but we recommend that the schedules adhere to prevailing rates, hours of work and conditions of labour that are in effect in the locality concerned at the time of the awarding of the contract or as later established by negotiation. Consultation with employers concerning proposed schedule amendments on long-term jobs in unorganized areas is respectfully requested.

Concluding its remarks on labour matters, the CCA notes in its brief that "the Association and its affiliates have been active in recent months in submitting detailed briefs concerning provincial labour relations legislation, under whose jurisdiction falls most of the construction operations in the country.

"This activity has served to delay the presentation of a brief in response to the federal Minister of Labour's (Hon. Michael Starr) invitation to submit recommended changes to the Industrial Relations and Disputes Investigation Act and the Labour and Conciliation Act (federal Labour Code). It is believed that the outcome of the reviews and hearings on the provincial level will be helpful in preparing our brief on the federal Labour Code..."

It was also noted in the brief that it is essential that joint action by federal and provincial governments in Canada's road-building programs continue on a permanent basis.

Pointing out that both CLC and CCCL construction union representatives sit down side by side during labour-management meetings in Montreal, the CCA urged re-establishment of the National Joint Conference Board, giving representation on a national basis to construction trade unions.

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## U.S. Unions Not Opposed to Technological Change—AFL-CIO

U.S. unions are not opposed to technological improvements. Rather, they co-operate with management efforts in this area, according to the AFL-CIO Collective Bargaining Report for April and May.

The unions, however, want workers to get wage increases to provide a fair share of the benefits of increased technology; are concerned about how technological change is introduced; want management-union consideration of possible adverse effects of automation on workers; believe management has a "positive responsibility" to soften the impact of new technological methods on its workers.

# Railway Brotherhoods Submit Brief

National Legislative Committee requests increased old age pensions, higher family allowances and improved unemployment insurance benefits

Increased pensions for the aged, higher family allowances and better benefits for the unemployed were among requests made by the National Legislative Committee of the International Railway Brotherhoods in a brief submitted to the Government May 1.

The press was not permitted to attend the presentation but it was learned later that the delegation was pleased with the "fine reception" it received.

The brief commended the Government for its 1957 amendments to the Old Age Security Act and the Old Age Assistance Act, but indicated its sponsors felt that further amendments were necessary to provide still greater assistance. The Old Age Security Act should be amended to provide a pension of \$65 monthly at age 65, and the Old Age Assistance Act should be amended to provide an allowance of \$65 monthly, with the age requirement for women lowered to age 60, the brief urged.

A new scale of family allowances was suggested as follows:

\$10 for each child under six years of age.

\$11 for each child over six and under 10 years of age.

\$12 for each child over 10 and under 13 years of age.

\$13 for each child over 13 and under 16 years of age, which payment should continue up to 18 years of age for a child who is attending school.

The Brotherhood, in its brief, commended the Government for extending benefits of the Unemployment Assistance Act during the last session of Parliament, but contended that the Unemployment Insurance Fund had reached a point where still greater benefits should be given, and suggested further amendments to provide:

- (i) Maximum benefits of at least two thirds of the former earnings;
- (ii) The elimination of the waiting period;
- (iii) Union workers who refuse to cross another union's picket lines be not disqualified for benefits;
- (iv) Coverage of insured workers who are unemployed because of illness.

It was suggested in the brief that disabled persons be given \$65 a month instead of \$55, and that the qualifying age be reduced from 18 years to 16. The Brotherhood viewed "with alarm" the reluctance of employers to take on workers between the ages of 40 and 65. The Brotherhood

was pleased to note that in his Labour Day message, Labour Minister Starr recognized the importance of rehabilitation and employment of the disabled.

The Committee believed that the Immigration Act should receive general revision and its administration altered. The most important administrative change suggested was that the administration be placed under the Minister of Labour because the Department of Labour is "the best informed department as to the needs for additional labour forces in the country" and therefore best able to decide how many immigrants should be admitted.

The brief also recommended:

Tax exemptions of \$1,500 for single and \$3,000 for married persons; formation by the Government of a tripartite committee to study automation; elimination and protection of level crossings; continuation of the public ownership and government control of radio broadcasting and telecasting under the trusteeship of the Canadian Broadcasting Corporation.

It was noted that in response to an invitation from the Minister of Labour, a separate submission had been made to his Department suggesting revisions to the Industrial Relations and Disputes Investigation Act, because it had been found upon close examination that "due to peculiar conditions applicable to the railway industry, the present Act is not wholly adequate, and the need for specific legislation is apparent".

In conclusion, the brief urged that all governments should recognize the principle of appointing a labour representative to public bodies, boards and commissions, since "surely there is no other person more familiar with the needs and views of the worker than his elected representative in the trade union movement..."

The delegation consisted of A. H. Balch, Brotherhood of Railroad Trainmen, Chairman of the National Legislative Committee; H. E. Campbell, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers, Committee Secretary; A. A. Hutchinson, Order of Railroad Telegraphers, Vice Chairman of Committee; J. G. McLean, Brotherhood of Locomotive Firemen and Enginemen; J. A. Huneault, Brotherhood of Maintenance of Way Employees; and H. A. Stockdale, Brotherhood of Railroad Signalmen of America.



# 3rd Annual Labour-Management Conference

"Union-Management Agreements" discussion topic at this year's meeting, sponsored by McGill University, Canadian and Catholic Confederation of Labour, Quebec Federation of Labour, and Montreal Board of Trade

Pitfalls that develop in union-management agreements, and steps that can be taken to guard against them, were discussed by labour, management and university representatives attending the Third Annual Labour-Management Conference, held at the Mount Royal Chalet, Montreal, on May 14. Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, acted as general chairman for the Conference.

The Conference, which has been attracting some 400 delegates each year since it was started, is sponsored by the Industrial Relations Centre of McGill University, the Canadian and Catholic Confederation of Labour, the Quebec Federation of Labour and the Montreal Board of Trade.

Union and management objectives in agreements were outlined, from a personal point of view, by Gérard Picard, President of the Canadian and Catholic Confederation of Labour, and Marc Robert, Sylvania Electric (Canada) Limited, speaking for Management.

In his short address, Mr. Picard drew attention to the benefits that Labour has acquired through legislation that it has succeeded in having established down through the years, and noted that Labour continues to seek the same things as always, a fair share of the benefits available.

Mr. Robert felt that the objectives of Management and Labour are still not clearly enough defined in agreements; Management would like to see less elasticity in contracts so that it could have greater scope in predicting future business.

New complications are always developing in the labour-management field, Mr. Robert concluded, and "a lot of soul-searching still will be required" to bring final peace to both groups.

Discussion of "Pitfalls and Safeguards in Agreement Writing" took the form of a panel discussion with Ted Goldberg, United Steelworkers of America; Bruce MacGregor, Du Pont of Canada (1956) Limited; and Jean-Real Cardin of the University of Montreal acting as panelists. Clifford Chesley of the Industrial Relations Department of the Montreal Board of Trade acted as chairman, replacing Roger Chartier of Laval University, who was unable to attend the conference due to illness.

Some of the factors that cause good agreements to "go sour" were brought out

by the panelists as follows: too much hurrying to get an agreement signed; loose wording that will be interpreted differently by two or more persons; agreements that are good when reached orally and then spoiled by faulty wording when set down on paper; lack of clarity in specifying the specific rights of Management and Labour; insufficient explanation of what exactly is meant by a term like seniority, or what exactly is intended in connection with statutory holidays—who should be paid on such occasions, how much and what for; insufficient definition of what exactly is meant by rules and discipline and whether or not they are part of the agreement or not; and use of ambiguous terms, such as supplementary unemployment benefit plan.

The panel agreed that probably one of the most important phases of any agreement was the administration of it—how the words in it are interpreted when it comes up for analyzing and discussion at a grievance meeting or otherwise.

The afternoon session of the Conference was devoted to staging a mock "Grievance Committee Meeting" which, although it brought many a chuckle from the floor, served seriously to point up some of the many pitfalls that can develop when "a good working agreement goes sour". Participating in the series of skits were: Ken DeWitt, International Association of Machinists; Georges Payette, United Textile Workers of America; William (Bill) Black, Sperry Gyroscope of Canada; and T. J. Metayer of Dominion Bridge Company Limited. Prof. H. D. Woods was chairman.

Roger Provost, Montreal City Councillor and President of the Quebec Federation of Labour, acting on behalf of the Mayor of Montreal, Sarto Fournier, welcomed delegates to the Conference and the City of Montreal. In his opening remarks he introduced Gordon G. Cushing, recently appointed Assistant Deputy Minister of Labour.

Mr. Provost, pointing out that labour-management-university conferences, such as the one in Montreal, are rapidly gaining acceptance across Canada, said he was happy that his city had played a leading part in originating such conferences.

"The more often university people can meet with Labour and Management to discuss mutual interests, the better it will be for all Canadians," said Mr. Provost.

# 16th Annual Conference of the Personnel Association of Toronto

"Personnel in Perspective" is theme of two-day meeting attended by more than 700 personnel officers and management executives. Panels discuss labour relations, and new popularity of profit-sharing plans

"Personnel in Perspective" was the theme of the 16th Annual Conference of the Personnel Association of Toronto, April 17 and 18. More than 700 personnel and other management executives from across Canada, and representatives from the United States and England took part in the two-day conference.

Hon. Michael Starr, Minister of Labour, officially opened the conference. He said the National Employment Service had an important job to do, and asked the co-operation of industry in making this work effective.

## Labour Relations

Labour relations problems had "no pat or universally accepted solutions," said C. C. Beldon, Industrial Relations Counsellors Services, Inc., who was chairman of the labour relations panel.

He pointed out that labour relations were affected by six major and unpredictable factors: government, employees, management, unions, public opinion and economics. Business or industrial climate at the time of labour-management discussions will effect the outcome, he said.

Panel members were: E. R. Complin, Employee Relations Manager, Dupont Company of Canada; C. B. C. Scott, Assistant General Manager, Hydro-Electric Power Commission of Ontario; H. Taylor, Vice President, Industrial Relations, Union Carbide Canada Limited; and Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University.

Labour legislation was emphasized by the panel. It was noted that legal terminology was sometimes misinterpreted and at times abused. The suggestion was made that it was not always feasible to look to legislation for an immediate remedy, but rather, on occasions, to face the situation in the light of existing facts.

Communications were also discussed by the labour relations panel with particular reference to keeping employees informed during negotiations. This, some thought, depended entirely on circumstances.

The employee, the panel noted, had every right to hear both the union's and the company's side of a question. Continuous communications efforts help to pre-

vent misunderstandings, and now in the present rapid adjustment period they are more necessary than ever.

The correction of a misleading statement was only part of what is meant by "communications". It included an understanding of what might have prompted such a statement. Could it have been misinformation, a form of "fishing", or for other reasons?

## Lt.-Col. Lyndall F. Urwick

Morale is the most important thing towards getting a group to work together. This was the opinion of Lt. Col. Lyndall F. Urwick, British management consultant, in his address entitled "The Personnel Function—Its Correct Place in the Organization".

Col. Urwick said morale was not a function of doing things for people materially. "Morale is primarily a function of the effectiveness with which people are stimulated to do something together. It is a lifting of the spirit, not a coddling of the flesh."

Morale, he said, depended on belief in purpose, confidence in leadership, and individual dignity found in job satisfaction.

## Melvin H. Baker

The beginning of a new industrial revolution was seen by Melvin H. Baker, Chairman of the Board, National Gypsum Company, Buffalo, when he spoke to the conference on "The Coming Industrial Revolution".

The seeds of this revolution had been planted by thousands of scientists working in industrial research laboratories, Mr. Baker said. The harvest would come, he stated, "drastically changing the products we manufacture and many currently accepted methods of production, marketing and management techniques".

The new industrial revolution would be in full swing by 1960, Mr. Baker forecast. By 1970, he said, present products and methods would seem "outdated as those of the 'sweat shop' era now appear to us".

Automation had already started to grow above the ground and private, industrial and commercial use of atomic power was assured in the near future, Mr. Baker said.



## Peter F. Drucker

A management consultant and Professor of Management at New York University, Peter F. Drucker, saw in the next few years rapid, dangerous and exciting change in industry.

He criticized the role of many skilled personnel people. He said they were "just plain too busy" with unimportant functions.

Personnel people, Mr. Drucker suggested, should be educators, guides and makers of the future. "Management is their constituency, but what do they do?—a lot of things that should not be done by people who have this grave responsibility."

The personnel field, Mr. Drucker said, was no longer mainly concerned with problems such as immigrants who cut metal or fitted pieces. Half of today's work force had high school education and more people were being paid to work with their knowledge.

Distribution of goods and services involved 60 per cent of the working force in the United States. "Yet," Mr. Drucker said, "our entire personnel policy, including wage rates, is based almost entirely on manufacturing standards." This, he said, was the number one economic problem in the United States.

### Presidents' Panel

Four company presidents and a management consultant formed a panel called the "President's Viewpoint".

The panel discussed the question: What are the prospects of increased popularity for profit-sharing plans?

Col. Lyndall F. Urwick, Joint Chairman, Urwick Currie Ltd., said he believed profit-

sharing didn't mean a great deal to employees. The main function of profit-sharing plans was to give employees a sense of participation. This could be done by employee councils, he said. These councils would deal with matters within the employee interest, such as how the cafeteria was run, and in this manner satisfy a desire to participate.

Col. Urwick also suggested that profit-sharing take the form of a trust fund; participation would come from seeing this fund grow.

C. A. Pollock, President, Dominion Electrohome Industries Ltd., disagreed with Col. Urwick. "If an employee helps make a profit he should share it," he said, "at least in the form of profit-sharing retirement plans."

Incentive plans were preferred to profit-sharing by W. H. Palm, President, Hinde & Dauch Paper Co. of Canada Ltd. He pointed out that there was always the possibility of loss as well as profit. If the employee was not willing to participate in a loss as well as profit. If the employee was not willing to participate in a loss, serious labour disputes could result.

Greater employee ownership of the company rather than profit-sharing, was the view of W. H. Rea, President, Canadian Oil Companies Ltd. Mr. Rea said there was a growing need for capital, most of which must come from the company. He asked: If, with profit-sharing, should the money be paid out to the employees or credited to the employee and kept within the company?

An answer suggested by Mr. Pollock was that employees might use profit-sharing money to purchase company stock.

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# Interim Report of Ontario Select Committee on Labour Relations

Main recommendations among the more than 500 submitted in 70 briefs are summarized in report issued at end of Committee's first year

The Ontario Legislature's Select Committee on Labour Relations, after receiving and considering 70 submissions during the first year of its existence, has issued an interim report summarizing the main recommendations presented. The Committee also requested that its life be extended.

The Committee held its first meeting April 17, 1957. Its interim report was dated March 25, 1958.

(The day after the report was issued, Premier Frost announced that the Committee would be reconstituted; hearings have already resumed.)

Some of the main recommendations submitted to the Committee were:

Certification should be granted if a majority of those voting vote in favour of an applicant union, instead of a majority of those eligible to vote, as at present.

The conciliation process takes too long. It could be shortened by placing a time limit of from 60 to 90 days on the period which the whole process may occupy, and by eliminating entirely the conciliation board step.

All disputes during the term of an agreement should be subject to arbitration or, alternatively, strikes should be made legal in the case of disputes which are not arbitrable.

Jurisdictional disputes should be made subject to arbitration.

Legislation should be enacted to make arbitration awards enforceable.

The Labour Relations Act should apply to employees of the Crown; and Section 78 of the Act, which allows municipalities to remove their employees from the scope of the Act, should be deleted.

The refusal of an employer to bargain during a strike should be listed as an unfair labour practice.

Sympathy strikes, organizational picketing, picketing in secondary boycotts, and jurisdictional picketing should be prohibited.

An employer should be required to grant a voluntary check-off if the employees vote for it.

Unions should be required to file financial statements.

Hospital employees and certain professional people should be exempt from the Act.

Unions should be licensed and be made subject to suit, the Rights of Labour Act should be repealed, the Labour Relations Board should issue "cease and desist" orders, and decisions of the Labour Relations Board should be subject to appeal.

All illegal and criminal acts should be vigorously prosecuted by the Crown, and heavier penalties should be provided for violations of the Act.

The report stated that altogether the Committee had received and considered 70 briefs and submissions containing more than 500 suggestions and recommendations for amendments, deletions, and additions to the Labour Relations Act. These submissions came from a large number of labour organizations, employers' organizations and employing companies, some other organizations, and from private individuals.

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## Successful Rehabilitation—VII

Seventh in series of articles describing the success in rehabilitation that can be achieved through co-ordination of services in a community

*Written by R. C. Lukey, Ontario Regional Public Relations Officer, Unemployment Insurance Commission, this is the seventh in a series that describes the success in rehabilitation that can be achieved through co-ordination of rehabilitation services throughout a community and that illustrates that the particular demands of any job—the unique combination of skill, aptitudes and attitude required in the worker—can often be met by a disabled worker through the precise matching of the person to the job.*

A Cree Indian boy suffered from not one but four major physical disabilities: he was born with crossed eyes; at the age of nine he was found to be suffering from a congenitally enlarged heart; when he was eleven, it was discovered he had contracted pulmonary tuberculosis; and, during treatment in a sanatorium, he was afflicted with polio.

The polio affected his lower limbs, so that he had to wear leg braces and use a cane to get about. He spent nine years in the

sanatorium, where the treatment succeeded in arresting his tuberculosis, but the long stay in hospital left him a bewildered youth, almost completely dependent on others for his sustenance.

The young Indian from Northern Ontario, whose very existence depended upon his ability to wrest his livelihood from the soil, woods, rivers and lakes, was by this time totally demoralized.

Efforts were made by case workers and occupational therapists to awaken in him an interest in some occupation that would not put too many demands on his frail physique.

Little success was achieved in interesting the boy in either clerical work or watch-making. His lack of drive or motivation and little or no apparent interest in self-improvement made his case a difficult one. He was ready for discharge from the sanatorium without any desire to assume responsibility for his own well-being.

The boy was eventually discharged to the care of a welfare officer of the Indian Affairs Branch of the Department of



Citizenship and Immigration. Faced with the problem of developing a satisfactory vocation program for the boy, the official introduced the lad to the Ottawa Neighborhood Services organization, which operates a sheltered workshop where disabled persons are given an opportunity to develop latent skills and learn new trades.

The Neighborhood Services workers found that the trade of shoe-repairing held an attraction for the boy that proved to be a real and sustained interest. In seven short months Neighborhood Services were able to certify him as fully competent repairer of boots and shoes.

Now ready to enter regular employment, he made application for employment through the Ottawa office of the National Employment Service. He was interviewed and registered by a Special Placement Officer, who, in addition to the information obtained at the interview, was provided with a complete history of the case from the sanatorium and the Neighborhood Services.

The boy's crippled appearance, together with his defective vision, were hardly assets when he presented himself to prospective employers. In addition there was the fear some people have of association with an "arrested" T.B. ex-patient. His heart ailment also ruled out any employment involving undue physical or mental exertion.

His new approach to his own problem, however, and his cheerful acceptance of his handicaps gave him some valuable assets to bring to his job-finding project. He was now a boy of courage and character. His morale was now of the highest order. Neighborhood Services were able to testify as to his integrity and competence.

The Special Placement Officer was able to quickly narrow the field of potential employment. He was able to show that hiring this or any other handicapped worker was not a matter of an employer's satisfying his social conscience but was an opportunity of hiring a skilled and diligent employee whose record of absenteeism and tardiness compared very favourably with the best of his fellows who were without handicap.

There were many disappointments before the right vacancy was uncovered. But finally the young Indian was placed with a local shoe-repairer.

This brought a great deal of satisfaction and pleasure to a lot of people: the young Cree himself, the Welfare Officer of the Indian Affairs Branch, the Ottawa Neighborhood Services, and the NES Special Placement Officer. Also pointed up was the very high degree of co-operation and dedication of all agencies concerned.

The handicapped Indian at last report is still happily and well employed. His employer has been so pleased with his work and application that he has already given him a substantial increase in wages.

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## Skilled Tradesmen Seeking Separation from UAW

Last month the United States National Labor Relations Board took the unprecedented step of going to Detroit to hold a two-day hearing on petitions received from skilled tradesmen in the automobile industry, who were asking to be separated from the United Automobile Workers.

The "Big Three" companies of the industry were in the unusual position of being on the same side as the UAW on the question in dispute. The union was naturally opposed to the petitions of its skilled members, and the companies also opposed them for the reason that they—the companies—would prefer to deal with one bargaining agent.

The UAW have been having trouble with skilled workers since the signing of the 1955 contracts, in which supplementary unem-

ployed insurance benefits—of little value to skilled workers who were seldom laid off—were granted by the companies instead of additional wage increases.

Walter Reuther, President of the UAW, recognizing the discontent of the skilled workers, tried to allay them by offering a number of concessions, including special representation on bargaining committees, and separate supplementary contracts for the skilled trades, to be voted on separately by the workers affected.

Notwithstanding these concessions the dissatisfaction has continued, and several other unions have been recruiting members from the UAW. These unions have submitted nearly 100 petitions for separate recognition, and it was to hear these petitions that the NLRB decided to go to Detroit.

# Employment of Handicapped in U.K.

Less than 6 per cent of 750,000 registered handicapped in Britain are unemployed, as a result of efforts of Labour Ministry's Disablement Resettlement Service and Remploy Ltd., a non-profit making company

In April 1957, less than 6 per cent of the 750,000 persons in Britain who are registered as handicapped were unemployed, as a result of the efforts of the Disablement Resettlement Service, administered by the Ministry of Labour and National Service, and non-profit-making company called Remploy Limited.

The Government helps the handicapped by providing vocational guidance; helping to place disabled people in ordinary competitive employment (all employers of 20 or more persons are required by law to employ a quota—3 per cent—of registered disabled persons); and by providing an industrial rehabilitation and vocational training service.

Remploy provides work for those persons who are so severely disabled as to be unlikely to obtain work except under special conditions.

Directors for Remploy are appointed by the Ministry of Labour, while the funds for capital development of the company and operational costs are provided by the Ministry.

Remploy has powers to provide special factories and workshops, hostel accommodation and facilities for persons working at home. It operates 91 factories in Britain and employs 6,200 severely disabled persons, including 140 homeworkers.

More than one third of the factories are engaged in woodwork, and the rest in a variety of light industries, including the manufacture of electrical components.

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Four handicapped men are associated, profitably, in one of Canada's most unusual trade union contracts, which covers two employees working for two co-owners of a Vancouver business.

The two employees are members of Local 351, International Brotherhood of Teamsters, and work in wheelchairs because their legs are paralyzed; their two employers both have paralyzed arms.

The firm started operations last December 10, when it received a contract to check and repair lifejackets used on planes.

The contract with the Teamsters resulted from difficulties the firm was having in getting new business. It was a non-union

shop. Now it is progressing favourably, providing work and livelihood for four individuals.

\* \* \*

Preparations are being made for the first Pacific Rehabilitation Conference, which is to be held at Sydney, Australia, November 10 to 14.

The Conference will concentrate on fundamentals of the maximum rehabilitation process and consider recent advances in medical techniques, hospital care, social work, education, vocational training and employment of the disabled.

Following the five-day meeting, many of the delegates will travel to Tokyo to attend the International Conference on Social Work, beginning November 30.

Conference information is available from Miss Garside, Pan-Pacific Conference, 136 Chalmers Street, Sydney, Australia.

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The first executive meeting, to elect an administrative council for the Montmagny Society for the Rehabilitation of the Handicapped, was held recently.

Dr. Lomer Lemieux was elected president; Dr. J. Charles Darveau, first vice president; Herve Gauvin, second vice president; Robert Daveluy, secretary; Andre Corriveau, treasurer.

The new society proposes to co-operate in the rehabilitation of the disabled in the counties of Montmagny and L'Islet, Quebec, either by providing treatment in the Quebec Rehabilitation Clinic or by making available appropriate local services.

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A grant of \$2,500 from the Atkinson Charitable Foundation to help the Ontario Epilepsy Association finance its operations has been announced by Royd E. Beamish of Toronto, Vice President of the Association.

A relatively new organization, devoted to the 30,000 epileptics in Ontario, the Association is in the process of forming chapters in various cities across the province. It will attempt to demonstrate to the public that epileptics are fully capable of accepting normal employment in many fields of business and industry.



# Women Engineers

Survey by University of Toronto student indicates that most companies would hire women engineers if they were available; but prejudice and tradition still exist. Alberta institute conducts food service course

A small survey by a student in the Department of Engineering and Business, University of Toronto, indicated that most industrial concerns would hire women engineers if they were available.

The survey was made by Diane Hallamore for her thesis, "The Future Role of the American Women in Engineering," a digest of which appeared in the *Financial Post*.

Seventy-five questionnaires were sent out, 55 to Canadian companies, 19 to United States firms and one to a British company. Of the 33 replies received, 26 were from Canadian companies engaged in the aircraft, automobile, chemical, electrical and electronic equipment, heavy machinery, light metal, mining, petroleum, railway and steel industries as well as from consulting engineering firms.

Twenty-four of the replying firms said they would hire women as engineers if they were available. Eight of them replied with an enthusiastic "yes".

Twelve of the firms responded with a simple "yes"; four responded with a reserved "yes". Five of the companies said they would not hire women.

Miss Hallamore's conclusion: "Despite the apparent acceptance of women in engineering, prejudice and tradition are still existent."

\* \* \*

A class of 21 girls, including 15 Indians and two Eskimos, from Aklavik and Fort McPherson in the Northwest Territories, recently completed a course in Food Service at the Provincial Institute of Technology and Art in Calgary.

The girls were being trained to fill posts in Aklavik as waitresses, as part of the vocational training program of the Department of Northern Affairs and National Resources.

Most of the girls who completed the course have obtained employment with a construction firm in Aklavik, and the firm reports it is well satisfied with their services.

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In order to maintain and improve the status of domestic help in the United Kingdom, a number of schools are operated

for the purpose of educating women for the occupation.

Schools are operated at Harrow, England; Swansea, Wales; and one in Scotland by the National Institute of Housekeepers, which works in close co-operation with the Ministry of Labour and National Service, the Ministry of Education, the Scottish Education Department, the Ministry of Health, the Department of Health for Scotland and the Home Office.

A primary aim of the Institute is to encourage women to take up domestic services as a profession, and to properly fit them for the task. Candidates who take the courses and pass examinations are granted a diploma of proficiency.

The curriculum of the schools includes house management, health education, first aid, home nursing, cooking, home laundry work, needlework, simple dressmaking, social studies and English.

During the years since its founding, in 1946, the Institute's work has expanded beyond the field of domestic employment, being a recognized authority now on domestic work in institutions as well as in private homes.

The Institute has set up a Daily Houseworkers Service in 11 centres to provide skilled domestic help for householders who do not need full-time assistance and to provide non-resident employment for women on a full-time or part-time basis. The worker is paid a guaranteed weekly wage by the Institute; the householder pays a service charge for each hour of work plus a small travelling charge, which is pooled to cover travelling expenses of the Houseworker.

\* \* \*

Women of the future, says Mrs. Alice K. Leopold, Assistant to the U.S. Secretary of Labor, not only will perform their traditional role of homemakers and mothers but will play extremely active parts in the economic and social affairs of their countries.

Indications are that women will account for more than half of the expected 10 million increase in the U.S. working force between 1955 and 1965, she said.

## 50 Years Ago This Month

Slackening in business activity results in issue of instructions to curtail immigration. Experienced farm workers and domestic servants only types of immigrants sought, official circular states

Owing to the slackening of business activity, immigration to Canada from Great Britain and Europe declined considerably during the first five months of 1908 compared with the corresponding period of 1907.

The LABOUR GAZETTE of June 1908 reported that, "in order to ensure against the overstocking of the labour market in Canada this year, and that the classes of immigrants coming to Canada during the next few months shall only be of the kind that are now needed," the Immigration Department had sent out a circular to all steamship companies and booking agents.

The circular stated that the only classes of immigrants wanted in Canada at that time were "experienced farm labourers, farmers financially able to take homesteads or purchase lands, and female domestic servants".

It further stated that the regulation requiring every immigrant to be 18 years of age or over, to have in his possession at least \$25 in cash at the time of landing, as well as a ticket to his destination, would be strictly enforced except in the case of the classes already named.

Total immigration in April 1908 was 29,755, a decrease of 32 per cent from the 44,051 in April 1907. Homestead entries during the month, on the other hand, showed a moderate increase compared with the previous year, 2,987 versus 2,594.

Nationalities of homesteaders who filed in April were: American, 848; English, 559; Canadians from Ontario, 312; Austro-Hungarians, 158; Scottish, 114; and Hindu, 2.

The LABOUR GAZETTE of June 1908 said that the demand for labour in railway construction in May was fully supplied and that there was a surplus of men at Winnipeg and other points. A number of labourers were also said to be without work at Prince Rupert, where construction had not yet begun.

"There are now about 340 miles of telegraph lines strung west from Winnipeg

along the Grand Trunk Pacific Railway and work is progressing at the rate of five miles per day," the issue reported.

"A number of towns are springing up along the line of the Grand Trunk Pacific Railway from Winnipeg westward, including five divisional points. Eighty town-sites are on the market, and 2,000 applications for lots are reported to have been received."

The Ottawa correspondent of the LABOUR GAZETTE reported that:

"The strike of building labourers on the Y.M.C.A., which began on April 22, affecting directly 30 men and indirectly 25 bricklayers, who quit work in sympathy with the labourers' union, is still in progress. Building operations are continued, and the contractor reports that sufficient men have been procured to fill the demand."

The LABOUR GAZETTE reported the death by drowning of a three-man train crew. At the end of May, the collapse of the Paquette dam on the Current River at Port Arthur liberated a mass of water, 20 feet deep and extending back about five miles, which carried away three quarters of a mile of the Canadian Pacific Railway Line, including the bridge over the river. Shortly after, a freight train, consisting of an engine and nine cars, plunged from the broken bridge into the river, taking with it the engineer, fireman, and brakeman.

"A joint committee representing the several organizations of mechanics employed by the Canadian Pacific Railway Company held a meeting at Montreal, Que., during May, at which a new organization, to be known as the Federation of Railway Employees, was formed," the *Gazette* reported. "The Federation will embrace machinists and mechanics of all classes. At a meeting of the joint protective board of the Brotherhood of Railway Carmen employed by the Canadian Pacific Railway system, held at Winnipeg, Man., it was decided to join the new federation."



# INTERNATIONAL LABOUR ORGANIZATION

## 42nd International Labour Conference

Hon. Michael Starr, Minister of Labour, attending annual conference. Deputy Minister A.H. Brown heads Canadian tripartite delegation, Pat Conroy is other Government Delegate, and C. Jodoin, Worker Delegate

Hon. Michael Starr, Minister of Labour, is attending the 42nd International Labour Conference at Geneva June 4 to 26. The Deputy Minister of Labour, A. H. Brown, is one of the two Government Delegates and is heading the Canadian Delegation.

The other Government Delegate is Pat Conroy, Labour Counsellor at the Canadian Embassy in Washington. M. Wer-shof, Ambassador and Permanent Representative of Canada to the European Office of the United Nations, is substitute government delegate.

Paul Goulet, Director, ILO Branch, Department of Labour, was selected as a Government Delegate but was prevented by illness from attending.

The Worker Delegate is Claude Jodoin, President of the Canadian Labour Congress, and the Employer Delegate, H. McD. Sparks, Vice President Industrial and Public Relations, Northern Electric Co., Limited, Montreal.

There are six advisers to the Government Delegates, five advisers to the Employer Delegate, and five to the Worker Delegate.

Advisers to the Government Delegates are: G. R. Carroll, Industrial Relations Branch, Department of Labour; H. Jay, First Secretary, Canadian Permanent Mission to the European Office of the United Nations, Geneva; I. S. McArthur, Chairman, Fisheries Prices Support Board, Department of Fisheries; H. T. Pammett, Executive Assistant, ILO Branch, Department of Labour (Mr. Pammett is also Secretary to the Canadian Delegation); Dr. T. H. Patterson, Chief, Occupational Health Division, Department of National Health and Welfare; and Gil Schoning, Economics and Research Branch, Department of Labour.

Advisers to the Employer Delegate are: K. G. K. Baker, Executive Assistant to the President, Howard Smith Paper Mills Limited, Montreal; J. R. Kimpton, former

Assistant Vice President (Personnel), Canadian Pacific Railway Company, Montreal; D. A. Page, Director of Personnel, Goodyear Tire & Rubber Co. of Canada Limited, New Toronto, Ont.; J. M. Soules, President, Soules Construction Limited, Toronto; and J. W. Stewart, Manager, Atlantic Division, Canadian Manufacturers' Association, Moncton, N.B.

Advisers to the Worker Delegate are: A. A. Hutchinson, Vice-Chairman, National Legislative Committee of the International Railway Brotherhoods, Ottawa (Mr. Hutchinson is a vice president of the Order of Railroad Telegraphers); Kalmen Kaplan-sky, Director, International Affairs Department, Canadian Labour Congress; Edouard Larose, Quebec representative, United Brotherhood of Carpenters and Joiners of America, Montreal; M. R. Mathieu, Vice President, Canadian and Catholic Confederation of Labour, Montreal; and J. C. Nicholson, Director, District 5, United Steelworkers of America, Sydney, N.S.

Miss N. Lishman of the Economics and Research Branch, Department of Labour, is serving as assistant to the Secretary.

The agenda of the Conference is as follows:

Report of the Director-General.

Financial and budgetary questions.

Information and reports on the application of Conventions and Recommendations.

Discrimination in the field of employment and occupation (second discussion).

Conditions of employment of plantation workers (second discussion).

Organization of occupational health services in places of employment (first discussion).

Conditions of work of fishermen (first discussion).

Hours of work (general discussion).

As in previous years, there was to be an examination of the technical questions with

a view to the adoption of international standards, and a general debate on the Report of the Director-General, David A. Morse. This year there was also to be a general discussion on hours of work.

Of the four technical questions, two—discrimination in the field of employment and occupation and the conditions of employment of plantation workers—have already

been examined during the course of the 40th Session, held in June 1957.

The other two—organization of occupational health services in places of employment and the conditions of work of fishermen—come before the Conference for first discussion.

On these four questions, as well as on hours of work, ILO prepared reports to serve as the bases for the discussion.

## 41st (Maritime) Session, ILO Conference

**Number of decisions affecting international status of seafarers taken by delegates from 46 ILO member countries. Seven new international instruments adopted: two Conventions and five formal Recommendations**

A number of decision affecting the international status of seafarers were taken by the 41st (Maritime) Session of the International Labour Conference, held in Geneva April 29 to May 14.

The conference adopted seven new international instruments: two Conventions and five formal Recommendations. One of the two Conventions concerns seafarers' national identity documents; the other is a revision of the Wages, Hours of Work and Manning (Sea) Convention, first adopted in 1946. One of the Recommendations also deals with wages, hours of work and manning. The others concern the engagement of seafarers for service in vessels registered in a foreign country, the contents of medicine chests on board ship, medical advice by radio to ships at sea, and social conditions and safety of seafarers in relation to registration of ships.

Action on these instruments brings the total number of Conventions adopted since 1919 to 109, and brings the total number of Recommendations to 109 also. The 27 Conventions and 15 Recommendations dealing with maritime labour make up what is called the International Seafarers' Charter.

On another item of its agenda the conference adopted a resolution on the jurisdiction competent to suspend or cancel officers' competency certificates.

In addition to the conclusions concerning the technical questions on the agenda, the delegates approved a number of resolutions.

Representatives of shipowners, seafarers and governments of 46 member countries of the International Labour Organization, including Canada, took part in the Session. Attending were 165 delegates including 89

representatives of government, 38 employers and 38 workers, accompanied by 205 technical advisers.

President of the Session was Ichiro Kawasaki, Japanese Government Delegate; the Vice Presidents were Tadeusz Ocioszynski, Government Delegate of Poland; W. N. H. van der Vorm, Employer Delegate of the Netherlands; and Ingvald Haugen, Norwegian Worker Delegate.

The Canadian delegation comprised:

*Government Delegates*—Capt. G. L. C. Johnson, Assistant Chief, Nautical Division, Department of Transport, (head of delegation); William Thomson, Director, Employment Branch, Unemployment Insurance Commission; and Capt. G. W. R. Graves, Principal Examiner of Masters and Mates, Nautical Division, Department of Transport (substitute delegate and adviser), all of Ottawa.

*Employer Delegate*—H. E. Kane, President, H. E. Kane Agencies Ltd., Saint John, N.B.

*Worker Delegates*—Michael Sheehan, Seafarers' International Union, Montreal; George F. Bullock, National Secretary, Canadian Merchant Service Guild, Vancouver (adviser).

### The General Debate

Several plenary sessions of the conference were devoted to a general discussion on maritime questions and the working conditions of seafarers. The debate was based on the report submitted by ILO Director-General David A. Morse. Sixty-three speakers took part.

Referring to the last ILO Maritime Conference, held in Seattle, U.S.A., in 1946, Mr. Morse found that "many delegates gave examples of how the various Seattle Conventions, even when not ratified,



had exercised a marked influence on national legislation and on the terms of collective agreements. This confirms the view I expressed in my report, that these Conventions had played a by no means negligible part in the many improvements in Seafarers' conditions which have taken place in the past 12 years."

Mr. Morse reviewed the problem still awaiting solution, and which should receive the ILO's attention in the future. He mentioned particularly fishermen, Asian seafarers, vocational training, safety at sea, seamen's welfare and labour-management relations.

### **Wages, Hours of Work and Manning**

The Convention on Wages, Hours of Work and Manning, the second revision of an instrument first adopted at Seattle in 1946, was adopted by 104 votes for, 22 against, and 22 abstentions.

After defining its scope, the Convention deals with each of its principal subjects in separate parts. The wages section, which sets a minimum wage for able-bodied seamen in terms of Sterling and the U.S. dollar (as modified by changes in par value since 1946), can be excluded from ratification.

The hours of work part makes provision for "near trade" ships and "distant trade" ships and for catering departments. In essence, it provides for a 48-hour week on distant trade ships, and a 56-hour week on near trade ships and catering departments.

The manning part says that each vessel should be "sufficiently and efficiently" manned to insure the safety of life at sea, to give effect to its hours provisions, and to prevent excessive strain on the crew and to avoid or minimize overtime.

The Recommendation calls for a higher minimum wage than does the Convention, as well as for the eight-hour day on all ships and in all departments. It was adopted by a vote of 127 to none, with 20 abstentions.

The conference also adopted a resolution asking the ILO to include seafarers in any measure or investigations arising out of a discussion scheduled for its general conference in June on a general reduction of working hours.

### **Social Conditions and Safety**

The Recommendation on Social Conditions and Safety of Seafarers in relation to Registration of Ships was adopted by 144 votes for, none against, and three abstentions. It notes that the problems involved had been brought into special prominence by the large volume of tonnage

registered in countries which had not been regarded up to now as being traditionally maritime.

The Recommendation says that the country of registration "should accept the full obligations implied by registration and exercise effective jurisdiction and control for the purpose of the safety and welfare of seafarers in its seagoing merchant ships".

### **National Identity Documents**

The Convention on Seafarers' National Identity Documents was adopted by 130 votes in favour, 6 against and 8 abstentions.

It provides that ratifying members should issue to each of its nationals who is a seafarer, on application by him, a seafarer's identity document. A member may issue such a document to non-nationals serving aboard vessels registered in its territory or at its employment offices.

The Convention states the particulars that should be included on the document. The issuing country would be required to readmit holders of cards if issued.

Other countries should permit the entry of card-holding seafarers for temporary shore leave, joining their ship, or transit. Members may reserve the right to prevent any particular individual from entering or remaining in its territory.

### **Engagement of Seafarers**

The Recommendation concerning the Engagement of Seafarers for Service in Vessels registered in a Foreign Country was adopted by 138 votes in favour, none against and 11 abstentions.

It calls on each ILO member to "do everything in its power to discourage seafarers within its territory from joining or agreeing to join vessels registered in a foreign country unless the conditions under which such seafarers are to be engaged are generally equivalent to those applicable under collective agreements and social standards accepted by *bona fide* organizations of shipowners and seafarers of maritime countries where such agreements and standards are traditionally observed".

### **Medicine Chests at Sea and Medical Advice by Radio**

Both the Recommendation on the Contents of Medicine Chests on Board Ship and that on Medical Advice by Radio to Ships at Sea were adopted unanimously.

The ships' medicine chests Recommendation states that ILO member countries should provide that "every vessel engaged in maritime navigation should be required to carry a medicine chest, the contents of

which should be prescribed by the competent authority, taking into account such factors and the number of persons on board, and the nature and the duration of the voyage”.

The medical advice at sea Recommendation calls on member states to ensure by a pre-arranged system that free medical advice by radio is available at any hour of the day or night, including specialist advice where necessary and practicable.

### Officers' Competency Certificates

In the Resolution which it adopted concerning the jurisdiction competent to suspend or cancel officers' competency certificates, the Conference “affirms the general principle that the authorities of the state which has issued a competency certificate are alone competent to suspend or cancel it”.

The Resolution states further that “a state ought not to exercise the right to interfere with or suspend the validity of a foreign certificate within its own jurisdiction, that is to say in its own inland waters and territorial sea and on board ships flying its own flag, unless the state which has issued the certificate and all other states having the power to suspend or cancel the certificate in pursuance of reciprocal arrangements with that state have failed to inquire into the necessity for taking action in that regard”.

### Resolutions Adopted

The conference adopted ten resolutions on matters not covered by its technical agenda. These concern:

- Refugee seafarers.
- Seafarers' welfare, including the facilities for Asian seamen in non-Asian ports.
- Health and hygiene on board ship and an early meeting of the ILO/WHO Joint Committee on Hygiene of Seafarers.
- Air-conditioning in crew accommodations.
- Study of the standards of manning in the different countries.

—The early convening of a session of the Joint Maritime Commission.

—A study of the problems created by the application of atomic power to shipping in so far as the protection of the crew is concerned.

—Consideration of the establishment of machinery for dealing internationally with social questions of the fishing industry.

—Participation of the maritime industry and the Joint Maritime Commission in a diplomatic conference on safety of life at sea.

### Participants

The following countries took part in the Conference: Argentina, Australia, Austria, Belgium, Brazil, Bulgaria, Burma, Canada, China, Columbia, Cuba, Denmark, Dominican Republic, Finland, France, Federal Republic of Germany, Ghana, Greece, India, Indonesia, Ireland, Israel, Italy, Japan, Liberia, Luxembourg, Mexico, Morocco, Netherlands, Norway, Pakistan, Panama, Poland, Portugal, Rumania, Spain, Sweden, Switzerland, Tunisia, Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Republic, United Kingdom of Great Britain and Northern Ireland, United States of America and Yugoslavia.

Intergovernmental organizations represented were: the United Nations Office of the High Commissioner for Refugees, World Health Organization, International Telecommunication Union, Organization for European Economic Co-operation and the Intergovernmental Committee for European Migration, as well as the United Nations.

Non-governmental international organizations represented by observers were: International Confederation of Free Trade Unions, International Federation of Christian Trade Unions, International Organization of Employers, International Transport Workers Federation and the World Federation of Trade Unions.

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## Israel Ratifies Convention on Abolition of Forced Labour

The Convention on the Abolition of Forced Labour adopted by the International Labour Conference at Geneva in June 1957 has been ratified by Israel, the sixth country to do so.

Israel now has ratified 21 of the 107 International Labour Organization Conventions.

The instrument of ratification was handed over during the month of April to C. W. Jenks, Assistant Director-General of the International Labour Organization, by Menahem Kahany, Israel's permanent delegate to the European Office of the United Nations.



## 6th Session, Textiles Committee

Delegates from 20 countries adopt series of conclusions on the two technical questions on agenda: effects of technological developments on wages and employment, and working conditions in textile industry

Several conclusions important to the textile industry were adopted by the Textiles Committee\* of the International Labour Organization, which held its Sixth Session at Geneva April 14 to 25.

The delegates, representing governments, employers and workers of the 20 member countries belonging to the Committee, adopted a series of conclusions on two technical questions on the agenda: the effects of technological developments on wages and on conditions and level of employment in the textile industry, and the working conditions in the industry.

Canada was one of the 20 member countries represented by tripartite delegations at the meeting. There were 142 delegates and advisers. The Canadian delegation comprised:

*Government Delegates*—Dr. Paul Casselman, Economics and Research Branch (head of delegation), and D. T. Cochrane, Industrial Relations Officer, Department of Labour. Dr. Casselman is from Ottawa; Mr. Cochrane, from Halifax.

*Worker Delegates*—Louis-Simon Bouchard, President, *Syndicat du Textile de Montmorency*, Quebec; and George Watson, Textile Workers Union of America, Hamilton, Ont.

*Employer Delegates*—H. F. Irwin, Director of Industrial Relations, Primary Textiles Institute, Toronto; and Jean Massicotte, Assistant Director of Industrial Relations, Primary Textiles Institute, Montreal.

### Effects of Technical Progress

The resolution concerning the effects of technical developments states that these should lead to lower production costs and higher consumption of textile goods, thus creating a situation, leading to social progress, whereby a steadier and higher level of employment can be maintained, fair wages can be paid and good working conditions and amenities can be provided, together with a higher level of real earnings.

Among the reasons for the introduction of technological developments, the resolu-

tion points out the need to improve quality or to change a pattern of production to meet consumer demands, or to improve working conditions, or to reduce costs of production for competitive reasons, or for a combination of these causes; but technological developments are sometimes introduced to prevent losses and to enable textile concerns to continue in business. Higher profits may or may not, therefore, result.

The resolution urges that close co-operation should be maintained between the representatives of management and labour with a view to the smooth introduction of technological changes, and it shows that both management and workers' representatives have a positive part to play in encouraging these changes. Work-study and job evaluation could serve as a useful guide and protection both for employers and workers.

### Distribution of Benefits

Discussing the distribution of benefits resulting from technological developments, the resolution says that these may arise in very different forms including, for example, a varying margin between cost of production and previously existing sale price levels, reduced costs enabling a concern to maintain production and employment, improved working conditions with or without a change of costs.

It is therefore impossible to lay down a general formula or formulae in relation to distribution of benefits, but both workers and employers are in agreement that the benefits should be shared between the capital and the labour engaged in the industry and the consumers of textile products.

When technological developments involve changes in skills, vocational training should take into account the new requirements, and older workers should be allowed a reasonable period to adapt themselves to the new conditions.

The resolution then gives a number of measures taken to reduce to a minimum the unfavourable effects of technical developments, including redundancy.

In cases of surplus labour it is the responsibility of employers' and workers' representatives and governments, each in their own sphere, to foresee as far as possible

\*One of the ILO'S industrial committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

the effect on existing employment and to reduce to the maximum possible extent the effects of redundancy due directly or indirectly to technological or other changes.

Finally, the resolution stresses that technological improvements in the textile industry should play their part in enabling hours of work to be reduced, without loss of real wages, and increased leisure, including paid holidays, to be achieved.

The resolution was carried by a vote of 94 in favour, none against and two abstentions from the Workers' side. All six Canadian delegates voted in favour.

### **Ensuring Satisfactory Working Conditions**

The Committee also adopted a memorandum in which it discussed the conclusions it had reached on working conditions in the textile industry.

It recommended a series of measures that should be taken by textile factories to ensure that the working conditions are satisfactory. Those concerning environmental factors are as follows: cleanliness; lay-out and spacing; temperature, humidity and ventilation; lighting, noise and vibration;

dusts, fumes, gases and vapours; and lifting and carrying of heavy weights.

Other measures concern the prevention of industrial diseases and research to improve working conditions.

The memorandum was approved by the Committee as a whole by a vote of 92 for, none against and no abstentions. All six Canadian delegates voted in favour.

### **Inquiry into Work-Study**

In another resolution the Governing Body was invited to instruct ILO to institute a comprehensive inquiry into work-study methods used in the textile producing industry. This inquiry should be undertaken with the assistance of experts technically qualified.

The Session was presided over by Ambassador Julio Barboza Carneiro, the representative of the Brazilian Government on the Governing Body.

The resolution was carried by a vote of 87 in favour, none against and 18 abstentions. Again all six Canadian delegates voted in favour of the resolution.

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## **Appeals for Fuller International Exchange of Labour Information**

An appeal for fuller international exchange of information on labour and production problems was made by ILO Director-General David A. Morse, speaking at the Research Institute on Labour Relations in Moscow during a tour of Eastern European countries.

Managers and workers in every country, Mr. Morse pointed out, are concerned with the human problems of organizing human beings for production, and each country has something to learn from its neighbour on the matter. This was particularly the case with government officials responsible for ensuring that proper standards are

maintained and good practices promoted in industry.

"International exchange of experiences on such questions can accordingly be of great value," said Mr. Morse. "It is one of the principal aims of the ILO to promote such exchanges..."

There are difficulties to be faced, and many of them arise out of ideologies, Mr. Morse suggested, "but we can, through organizations like ILO, help to break down some of these barriers by bringing people together to discuss questions on the basis of facts and experience rather than from the standpoint of theories and ideologies."

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## **Appoint New Chief of ILO Labour-Management Division**

Jean de Givry, of France, has been appointed Chief of the ILO Labour-Management Relations Division to succeed Chester Hepler, who has become Chief of the Personnel Office.

Mr. de Givry began his service with the ILO in 1946, after having worked the previous year in liaison between the ILO

and the French Ministry of Labour on the organization of the International Labour Conference that was held in Paris that year. After two years he entered the Director-General's Office and in 1950 he joined the Industrial Law and Labour Relations Division, which later became the Labour-Management Relations Division, which he now heads.





Speaking recently before the London and District Chapter of the Society for the Advancement of Management, Norman S. Dowd, Executive Secretary of the Canadian Labour Congress, discussed the role of trade unions and of some of the problems faced by Management and Labour. Constant changes in technology present a persistent challenge to Labour as well as to Management, Mr. Dowd said; he urged greater mutual understanding between the two. He said:

"If, as I suggest, Management is not usually familiar with the wider aspects of the labour movement, certainly it can scarcely expect that the rank-and-file worker has any adequate appreciation of the problems of Management. A worker may attend a union meeting and see and hear his top officers, and the members of his negotiating committee, but he very rarely has an opportunity to see the president of the firm he works for, or any of the top executive officers. As a result, neither group has sufficient understanding of the other.

"Of course, there are undoubtedly a number of employers whose relationships with their workers are all that could be desired. In some industries, strikes have not occurred over a long period of time, and a relationship of frankness and goodwill has been established.

"While this happy situation requires considerable effort and compromise on both sides, nevertheless it shows that harmonious relationships are possible, and this is certainly the ideal which should be aimed at in all labour-management relations."

\* \* \*

Labour-management co-operation through a labour-management committee is a recognized procedure at Maritime Electric Company, Ltd., Charlottetown, P.E.I. The theme of the annual company dinner and dance held recently was the accomplishments of the committee.

After more than two years of quarterly meetings, the labour-management committee can look back on a growing acceptance

of the principle of co-operation. Frank discussion between representatives of labour and management has characterized the meetings, which have been devoted mainly to improving working conditions and to finding better methods to do the work.

Among the first matters to be discussed in 1957 was a safety program, which was reflected in improved safety attitudes at all levels. Information on the company pension plan, comparison of various hospital plans, discussions of types of equipment and tools, holiday schedules, hours of operation, requests for protective clothing and respirators for boiler cleaning, safe-driving and long-service awards are but a few of the subjects that have been brought before the committee for its consideration.

\* \* \*

Members of the 1958 Safety Committee at John Labatt Limited, London, Ont., have been issued with a distinctive uniform—yellow shirts and dark-brown trousers—with an inscription above the shirt pocket, "Safety Committee 1958". Members of the committee were also issued with new safety shoes.

It is reported that this innovation has drawn widespread comment through the plant, and greatly added to the prestige of the Safety Committee members.

Use of safety committees at Labatt's is another phase of the broad program of labour-management co-operation and consultation developed over the years. The company, in co-operation with the union, Local No. 1, National Brewery Workers (CLC), has developed a high level of joint consultation.

At the committee's first meeting this year, each member was given a list of duties, such as attendance at all meetings (exception made for illness or vacation), periodic inspection of his department, investigation and reporting of all safety hazards brought to his attention. Members were also provided with cards, to present to employees found committing an unsafe practice, bearing the words, "That Was Close," and a friendly safety reminder. Framed photographs of the Safety Committee were placed at the time clocks.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during April. During the month the Board received 12 applications for certification and allowed the withdrawal of two applications for certification.

### Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of production employees of Canadian Arsenals Limited (Gun Ammunition Division, Lindsay, Ont.) (Investigating Officer: F. J. Ainsborough).
2. International Association of Machinists, on behalf of a unit of employees of Pacific Western Airlines Ltd., Vancouver. (Investigating Officer: D. S. Tysoe) (see applications withdrawn).
3. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and helpers employed by Canadian Arsenals Limited (Gun Ammunition Division, Lindsay, Ont.) (Investigating Officer: F. J. Ainsborough).
4. Nordair Mechanics Association Inc., on behalf of a unit of maintenance and ground service personnel employed by Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier).
5. International Association of Machinists, on behalf of a unit of maintenance and ground service personnel employed by Nordair Ltd., Roberval, Que. (Investigating Officer: C. E. Poirier).
6. Building Service Employees' International Union, Local 204, on behalf of a unit of building service employees employed by the Canadian Broadcasting Corporation at Toronto (Investigating Officer: T. B. McRae).
7. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by the Tidewater Shipping Company Limited in the loading and unloading of coastwise vessels at Vancouver (Investigating Officer: G. R. Currie).
8. International Association of Machinists, on behalf of a unit of maintenance and ground personnel employed by Trans-Air Ltd., Winnipeg (Investigating Officer: J. S. Gunn).
9. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers, excluding chief engineers, employed aboard vessels operated by the St. Charles Transportation Company, Limited (Investigating Officer: C. E. Poirier).
10. Local M-128, United Marine Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of licensed personnel employed aboard vessels operated by the Clarke Steamship Co. Limited and its associated companies: La Compagnie de Transport du Bas St. Laurent Ltée, Magdalen Islands Transportation Company Limited; North Coast Steamship Co. Ltd., North Pioneer Steamship Co. Ltd., Gulf Ports Steamship Co. Ltd., Terra Nova Steamship Co. Ltd., La Traverse Rivière-du-Loup St. Simeon Limitée, La Compagnie de Navigation Charlevoix-Saguenay Limitée, and Inter Island Steamship Company Limited (Investigating Officer: C. E. Poirier).
11. American Federation of Technical Engineers, Local 169, on behalf of a unit of draftsmen employed by Atomic Energy of Canada Limited, Chalk River, Ont. (Investigating Officer: G. A. Lane).
12. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited, operating in and out of its Winnipeg terminal (Investigating Officer: J. S. Gunn).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



## Applications for Certification Withdrawn

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, Smith Transport Limited, respondent, and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and

Helpers of America, intervener (Winnipeg terminal) (L.G., May, p. 494).

2. International Association of Machinists, applicant, and Pacific Western Airlines Ltd., Vancouver, respondent (*see* applications received).

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Boyles Bros. Drilling (Alberta) Limited, Yellowknife and Western District

Diamond Drillers' Union, Local 1005, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe).

2. Empire Stevedoring Co. Limited, Canadian Stevedoring Co. Ltd., Western

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Stevedoring Company Limited, Louis Wolfe and Sons (Vancouver) Ltd., Victoria and Vancouver Stevedoring Co. Ltd. and Local 507, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

3. Shipping Federation of Canada, Inc. and Local 375, International Longshoremen's Association, Montreal (Conciliation Officers: R. Trépanier and R. Duquette).

4. Newfoundland Employers' Association Limited and Longshoremen's Protective Union (St. John's) (Conciliation Officer: W. L. Taylor).

5. Trans-Canada Air Lines and Canadian Air Line Navigators' Association (Conciliation Officer: R. Trépanier).

### Settlements by Conciliation Officers

Shipping Federation of Canada, Inc., Saint John, N.B., and International Longshoremen's Association, Local 1720 (Conciliation Officer: H. R. Pettigrove) (L.G., May, p. 494).

2. Giant Yellowknife Gold Mines Limited and Yellowknife District Miners' Union, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: D. S. Tysoe) (L.G., May, p. 494).

3. Saguenay Terminals Limited, Port Alfred, Que., and National Syndicate of Longshoremen of Ha! Ha! Bay (Conciliation Officer: R. Trépanier) (L.G., April, p. 391).

4. Can-Met Explorations and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough) (L.G., June 1957, p. 712).

5. Reimer Express Lines and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 979 (Conciliation Officer: J. S. Gunn) (L.G., Sept. 1957, p. 1075).

6. Shipping Federation of Canada, Inc., and Local 375, International Longshoremen's Association, Montreal (Conciliation Officers: R. Trépanier and R. Duquette) (see above).

### Conciliation Boards Appointed

1. The Owen Sound Transportation Company Limited and Seafarers' International Union of North America, Canadian District (L.G., May, p. 494).

2. Canadian National Railways (Atlantic, Central and Western Regions, including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., April, p. 391).

3. Canadian National Railways (MV *Bluenose* and Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of

Railway Employees and Other Transport Workers (L.G., April, p. 390).

4. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 501, 502, 503, 504 and 508) (L.G., May, p. 494).

5. Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, Quebec Paper Sales and Transportation Limited, Quebec, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 494).

6. The Packers Steamship Company Limited and the National Association of Marine Engineers of Canada, Inc. (L.G., April, p. 391).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with a dispute between the Association of Lake Carriers (Canada Steamship Lines Limited, N. M. Paterson and Sons Limited, Colonial Steamships Limited, Upper Lakes and St. Lawrence Transportation Company Limited, Mohawk Navigation Company Limited, Hall Corporation of Canada, Beaconsfield Steamships Limited and Sincennes-McNaughton Line Limited) and Seafarers' International Union of North America, Canadian District (L.G., May, p. 495) was fully constituted in April with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members, Francis Gerity, Toronto, and Colin A. Gravenor, Montreal, who were previously appointed on the nomination of the companies and the union respectively.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between the Guy Tombs Marine Services Limited, Montreal, Davie Transportation Limited, Montreal, Quebec Paper Sales and Transportation Limited, Quebec, and Seafarers' International Union of North America, Canadian District (see above) was fully constituted in April with the appointment of H. Carl Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed in the absence of a joint recommendation from the other two members, Marcel Belanger, Quebec, and Bernard Boulanger, Montreal, who were previously appointed on the nomination of the companies and union respectively.

### Board Reports Received during Month

1. Shell Canadian Tankers Limited (MV *Western Shell*) and National Association of Marine Engineers of Canada, Inc. and



Canadian Merchant Service Guild, Inc. (L.G., Jan., p. 69). The text of the report is reproduced below.

2. Canadian National Railways (Pacific Coast Service) and Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and National Association of Marine Engineers of Canada, Inc. and Canadian Merchant Service Guild, Inc. (L.G., Jan., p. 69). The text of the report is reproduced below.

3. Deluxe Transportation Limited and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Feb., p. 175). The text of the report is reproduced below.

#### Settlement Following Board Procedure

Eastern Canada Stevedoring Company Limited, Cullen Stevedoring Company Limited, Caledon Terminals Limited and Terminal Warehouses Limited, and Local 1842, International Longshoremen's Association (L.G., April, p. 406).

## Report of Board in Dispute between

Shell Canadian Tankers, Limited (MV *Western Shell*)

and

National Association of Marine Engineers of Canada, Inc.,  
and Canadian Merchant Service Guild, Inc.

The Conciliation Board established in this matter, consisting of Mr. E. Hopkins, employees' nominee, Mr. R. A. Mahoney, nominated by the employer, and Mr. F. E. Harrison, Chairman, held its preliminary meeting on the 27th day of November, 1957 at Vancouver, B.C.

Subsequently the Board met with representatives of the parties concerned on December 6, 12, 1957, January 7, 25, March 31, April 1, 3 and 9, 1958.

The parties were represented at the various Board sittings as follows:

*Canadian Merchant Service Guild, Incorporated:* Capt. E. Meadows, Agent, Vancouver; Capt. Jack Leonard, Agent, Vancouver; Mr. E. Bullock, Secretary, Vancouver.

*National Association of Marine Engineers of Canada:* Mr. D. McKeown, Business Agent, Vancouver; Mr. F. E. McLeod, Agent, Vancouver; Mr. E. Bjarnason, Statistician, Vancouver.

*Shell Canadian Tankers, Limited:* Mr. P. Chaston, Manager Industrial Relations of Shell Oil Company of Canada, Toronto; Mr. E. F. J. Patch, Manager of Transportation and Supplies, Vancouver; Mr. M. MacKenzie, Personnel and Industrial Relations, Vancouver.

The matters under dispute relate to deck officers and marine engineers employed on the MV *Western Shell*, which is engaged in the transportation of oil products on the Pacific Coast.

The number of licensed personnel affected is as follows: *Deck Officers*—4; *Marine Engineers*—3. The Master and Chief Engineer are not involved in the dispute.

The existing contracts of Shell Canadian Tankers, Limited with the Canadian Merchant Service Guild, Incorporated and National Association of Marine Engineers of Canada are in effect from October 1, 1956 and expire on September 30, 1958.

In both agreements the following identical clause occurs:— (Exhibits 1 and 2).

It is agreed however that either party has the right to give the other two (2) months written notice on or subsequent to July 31st, 1957, of its desire to reopen this memorandum of agreement for the purpose of negotiation with respect only to the subject of the rates of pay outlined in Article XI of this agreement. In the event an

During April, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Shell Canadian Tankers, Limited (MV *Western Shell*), Vancouver, and National Association of Marine Engineers of Canada, Inc., and Canadian Merchant Service Guild, Inc.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Richard Mahoney and Elwyn Hopkins, both of Vancouver, nominees of the company and unions respectively.

The text of the report is reproduced here.

agreement in this connection is not reached within two months from the date notice is received, this entire agreement shall be open for renegotiation.

In accordance with the provisions contained in the before-mentioned clause both the Canadian Merchant Service Guild, Incorporated and the National Association of Marine Engineers of Canada notified Shell Canadian Tankers, Limited in writing of their intention to open the agreements for the purpose of discussing the wage structure. At joint conferences held later between the parties concerned the unions made the following requests:—

1. Increase in wages rates for all licensed personnel as follows:—

	Present Rate per month	Union Pro- posal per month	Per- centage Increase
First Mate—			
Second Engineer	\$419.00	\$525.00	25.3
Second Mate—			
Third Engineer .	\$373.00	\$466.00	24.9
Third Mate . . . .	\$327.00	\$433.00	32.4

2. Reclassification of vessel on a power tonnage basis.

(NOTE: The adoption of this principle would affect the wage structure.)

Both the company and the unions presented briefs of an oral and documentary character. They were ably prepared and informative and were of much assistance to the members of the Board in reaching their conclusions.

After a careful consideration of the evidence submitted the Board recommends as follows:—

1. That the present agreements between the Canadian Merchant Service Guild, Incorporated and the National Association of Marine Engineers of Canada with Shell Canadian Tankers, Limited be extended so as to expire on December 31, 1959.

2. That an increase of thirteen (13) per centum be granted to all licensed personnel based upon the wage scale existing on October 1, 1957 and be effective from that date.

3. That an additional advance of seven (7) per centum be awarded to all licensed personnel based upon the wage rates in

force on October 1, 1957. This increase to be effective from October 1, 1958 and to continue until the expiry of the extended agreements.

4. The present wage rate being paid to the third officer on the MV *Western Shell* is \$327.00 per month. It is the view of the members of the Board that this rate is below the average prevailing for third officers on vessels of a similar type engaged in the transportation of oil products operating on the Pacific Coast. The opinion of the Board is that the basic wage for the rating involved should be raised to \$340.00 per month. It is recommended that any increases in the wage structure mutually agreed upon should be based upon the higher wage rate.

5. The Board has given serious consideration to the requests of the representatives of the unions for the reclassification of this vessel on power-tonnage basis. The problem is one that is quite involved and will require the most careful investigation and consideration. It is probable that such inquiry will need several months to determine a solution. In the circumstances the Board, therefore, strongly recommends that a joint committee be established to make a thorough and comprehensive inquiry as to the most efficient method of reclassification of the vessel affected. It is further recommended that the committee consist of four (4) members, two (2) to be chosen by the unions concerned and two (2) appointed by the company. The committee should be prepared to submit its report to both parties within a period of six (6) months of its establishment.

The Board commends the amicable relations which exist between the parties concerned and which have prevailed for many years. It also appreciates the courtesy displayed to the members of the Board during the sittings.

Respectfully submitted,

(Sgd.) E. HOPKINS,  
Member.

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.



# Report of Board in Dispute between

Canadian National Railways (Pacific Coast Service) and  
Canadian Pacific Railway Company (British Columbia  
Coast Steamship Service)

and

National Association of Marine Engineers of Canada, Inc.,  
and Canadian Merchant Service Guild, Inc.

The members of the Board of Conciliation appointed to deal with the above-cited dispute are Mr. R. A. Mahoney, employers' nominee, Mr. E. Hopkins, nominated by the unions involved, and Mr. F. E. Harrison, Chairman.

Sittings of the Board with the parties concerned were held jointly and separately at Vancouver, B.C., on November 27, December 17, 1957, January 8, 10, April 3, 9, 15 and 24, 1958. The parties were represented as follows:

*Canadian National Railways (Pacific Coast Service):* Mr. G. A. MacMillan, Superintendent of Canadian National Steamships Limited; Mr. L. V. Wilson, Assistant Superintendent of Canadian National Steamships Limited.

*Canadian Pacific Railway Company (British Columbia Coast Steamship Service):* Mr. W. L. Jacobson, Supervisor, Contract Negotiations, Montreal; Mr. Harry Tyson, Superintendent of British Columbia Coast Steamship Service; Capt. P. J. Batten, Assistant Superintendent; Mr. E. J. Marsh, Accountant, British Columbia Coast Steamship Service; Mr. D. B. Prentice, Superintendent Engineer, British Columbia Coast Steamship Service.

*Canadian Merchant Service Guild, Incorporated:* Capt. E. W. Meadows, Representative; Capt. Jack Leonard, Representative; Capt. J. N. Meredith, Union representative; Capt. J. Selbie, Union representative.

*National Association of Marine Engineers:* Mr. Denis McKeown, Agent; Mr. F. E. MacLeod, Business Agent; Mr. S. Gaskill, Union representative; Mr. James Beacham, Union representative; Mr. J. McKay, Union representative; Mr. E. Bjarnason, Statistician.

The separate agreements relating to wages and working conditions between the Canadian Pacific Railway Company (BCCSS) and the Canadian Merchant Service Guild, Inc. and the National Association of Marine Engineers of Canada expired on September 1, 1957. Similar contracts between the Canadian National Steamships Limited and the two unions involved also expired upon that date.

The Canadian Merchant Service Guild requested that changes be made in the following clauses relating to the renewal of the contract (Exhibit 2):—

Annual Vacations  
Statutory Holidays  
Overtime Rates  
Classification of Vessels  
Welfare Plan  
Duration of Agreement  
Wages.

The National Association of Marine Engineers of Canada presented a master agreement (Exhibit 8), the provisions of which they asked should be inserted in a new contract with both the Canadian Pacific Railway Company (BCCSS) and the Canadian National Steamships Limited.

The Marine Engineers held further conversations with representatives of the two companies concerned and, as a result, submitted a list of alterations in a proposed new agreement similar to that presented by the Canadian Merchant Service Guild, Inc.

The Board has given careful thought to the submissions, both oral and written,

During April, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian National Railways (Pacific Coast Service), and Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Canadian Merchant Service Guild, Inc. and National Association of Marine Engineers of Canada, Inc.

The Board was under the Chairmanship of F. E. Harrison, Vancouver, who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. Mahoney and E. Hopkins, both of Vancouver, nominees of the companies and the unions respectively.

The majority report which, under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mahoney. The minority report was submitted by Mr. Hopkins.

Texts of the majority and minority reports are reproduced here.

offered by the parties involved and is appreciative of the information it has received. It has been most helpful in reaching conclusions which we are hopeful will enable both parties to reach a mutually satisfactory settlement of the matters at issue. We feel that we would be remiss if we did not make reference to the amicable relations that have existed among the parties involved over the past several years. The members of the Board are unanimous also in expressing their appreciation of the courtesy extended to them during our deliberations.

The reconciliation of opposing views in regard to the matters at issue has not been an easy task. However, the Board has given much consideration to the submissions offered and recommends as follows:—

1. *Classification of Vessels:* The Board has given serious consideration to the requests of the representatives of the unions for the reclassification of these vessels on power-tonnage basis. The problem is one that is quite involved and will require the most careful investigation and consideration. It is probable that such inquiry will need several months to determine a solution. In the circumstances the Board, therefore, strongly recommends that a joint committee be established to make a thorough and comprehensive inquiry as to the most efficient method of reclassification of the vessels affected. It is further recommended that the committee consist of four (4) members, two (2) to be chosen by the unions concerned and two (2) appointed by the company. The committee should be prepared to submit its report to both parties within a period of six (6) months of its establishment.

2. *Welfare Plan:* That the Welfare Plan should be that which is now in force and effect between the two companies involved and other employees in the various branches of their services.

3. *Annual Vacation:*

(a) Employees who terminate their employment with less than twelve (12) months service to their credit shall be granted vacation pay at the rate of 2 per cent of their earnings while employed.

(b) Employees after twelve (12) months of accumulated or continuous employment shall be allowed one (1) week's annual vacation with pay. In subsequent years, if in continuous employment, they will be granted two (2) weeks' annual vacation with pay for the preceding twelve (12) months since completion of the last vacation year.

(c) If not in continuous employment, they shall be in subsequent years allowed

annual vacation on the basis of one (1) day's annual vacation with pay for each month worked during the preceding twelve (12) months since completion of the last vacation year.

(d) Annual vacation shall be granted at the convenience of the company.

4. *Statutory Holidays:* That the Masters, Deck Officers and Marine Engineers shall be allowed the following statutory holidays—New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

If not convenient, and they are called upon to work on any or all of the seven (7) days specified, or in the event Masters, Deck Officers or Marine Engineers are on weekly leave or annual vacation with pay on any or all of the seven (7) holidays specified, they shall later be allowed equivalent leave with pay.

5. *Wages:* That an increase of twelve (12) per centum be granted by the Canadian Pacific Railway Company (BCCSS) and Canadian National Steamships Limited to all licensed personnel based upon the existing wage structure and to be effective from September 1, 1957.

That an additional advance of seven (7) per centum be awarded to all licensed personnel based upon the wage rates in force prior to September 1, 1957. This increase to be effective from September 1, 1958 and to continue until the expiry of the new agreements.

6. *Overtime Rates:* The regular overtime rate for licensed personnel covered by this agreement shall be time and one-quarter for all time worked in excess of eight (8) hours in any one day or for any time worked outside of a spread of ten (10) hours in any one day.

7. *Termination:* That new agreements be entered into between the parties concerned for a period dating September 1, 1957 and expiring December 31, 1959.

Respectfully submitted,

(Sgd.) R. A. MAHONEY,  
Member.

(Sgd.) F. E. HARRISON,  
Chairman.

#### MINORITY REPORT

After careful study of all aspects of both the Deck and Engineer Officer's requests and the Company's reaction to the same requests, I, the undersigned, agree with the recommendations of the other two members of the Board with the exception of the overtime and wage structure.



In these regards my observations are as follows:

(1) *Overtime*: The overtime premium as calculated at present in this particular industry are much less than those accepted in all other industries in Canada; I therefore strongly recommend that all overtime be paid on the basis of time and one half the hourly rate for actual hours worked. In doing so, I deny the union's request for double time but consider time and one half a fair and just compromise.

(2) *Basic rate of pay*: My associates on the Board were reluctant to accept the union's proposal to classify the vessels on the power-tonnage basis as a means of adjusting the wage scale and we have sought other means to this end.

The merits of this method of classifying ships has been proved in neighbouring and other countries for many years. This is a far cry from the present "hit or miss" contradictory way of setting the wage scale.

Because of the broad scope this classification system embodies, a thorough study of the proposal should be made by a board qualified to judge from a technical as well as economic viewpoint.

In an effort to derive at a fair wage award other than by power-tonnage, I would like to draw to your attention the findings and recommendations of my associates and myself in six prior boards, which in each case we unanimously agreed on rates of pay plus all other conditions.

The percentage increases awarded by these companies to their Officers up to June 1956 had remained virtually at parity with that of the CPR-B.C. Coast Service and Canadian National Steamships for a decade as will be shown in the following, where six coastal ships' wage increases are chosen as a typical cross-section.

- (1) *MV Standard Service* (Tanker 1324 gross tons).
- (2) *SS Prince George* (5812 gross tons).
- (3) *SS Queen of the North* (2731 gross tons).
- (4) *SS Princess Joan* (5251 gross tons).
- (5) *SS Princess Elaine* (2125 gross tons).
- (6) *SS Princess Marguerite* (5911 gross tons).

*MV Standard Service*: (omitting June 1956 \$39.00 average increase)

						Total in-
1-12-48	1-7-50	1-7-51	1-7-52	1-6-53	1-6-55	creases
2nd	\$268	\$20.00	\$36.00	\$29.50	\$21.00	\$15.00 \$121.50
3rd	235	20.00	32.00	25.50	19.00	13.00 109.50
4th	205	20.00	33.00	25.00	17.00	12.00 105.00

*MV Standard Service* percentage increase from Dec. 1948 to June 1955:

2nd Engr. 1st Officer	121.50 × 100 = 45.3%
	268
3rd Engr. 2nd Officer	108.50 × 100 = 46.6%
	235
4th Engr. 3rd Officer	107.00 × 100 = 52.2%
	205
Average increase from 2nd engineer to 4th engineer	45.3 + 46.6 + 52.2 = 48%
	3

*SS Prince George*:

					Total
1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	increases
2nd	\$275.00	\$63.00	\$20.00	\$37.00	\$120.00
3rd	240.00	60.00	18.00	37.00	115.00
4th	230.00	64.00	16.00	25.00	105.00

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer	120.00 × 100 = 43.6%
	275
3rd Engr. 2nd Officer	115.00 × 100 = 49.9%
	240
4th Engr. 3rd Officer	110.00 × 100 = 47.8%
	230
Average % increase from 2nd engineer to 4th engineer	43.6 + 47.9 + 47.8 = 46.4%
	3

*SS Queen of the North*:

					Total
1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	increases
2nd	\$245	\$25	\$35	\$18	\$32 \$110
3rd	223	25	34	17	21 97
4th	212	25	38	17	23 103

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer	110 × 100 = 44.9%
	245
3rd Engr. 2nd Officer	97 × 100 = 41.8%
	232
4th Engr. 3rd Officer	103 × 100 = 48.5%
	212
Average % increase from 2nd engineer to 4th engineer	44.9 + 41.8 + 48.5 = 45%
	3

*SS Princess Joan*:

					Total
1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	increases
2nd	\$261	\$25	\$36	\$27	\$51 \$139
3rd	239	25	35	18	23 101
4th	228	25	34	17	21 97

*SS Princess Joan* percentage increase from Dec. 1948 to Sept. 1955.

2nd Engr. 1st Officer	139 × 100 = 53.2%
	261
2rd Engr. 2nd Officer	101 × 100 = 42.2%
	239
4th Engr. 2nd Officer	97 × 100 = 42.5%
	228
Average % increase from 2nd engineer to 4th engineer	53.2 + 42.2 + 42.5 = 45.9%
	3

*SS Princess Elaine*:

					Total
1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	increases
2nd	\$245	\$25	\$35	\$24	\$31 \$115
3rd	228	25	34	17	21 97
4th	217	25	33	17	23 98

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer .....	115	$\times 100=46.9\%$
	245	
3rd Engr. 2nd Officer .....	97	$\times 100=42.5\%$
	228	
4th Engr. 3rd Officer .....	98	$\times 100=45.1\%$
	217	
Average % increase from 2nd engineer to 4th engineer	$46.9+42.5+45.1=44.8\%$	
	3	

#### SS Princess Marguerite:

	1-12-48	1-1-51	1-3-52	1-3-53	1-9-55	Total increases
2nd	\$278	\$37	\$39	\$21	\$50	\$147
3rd	245	30	36	19	35	120
4th	234	30	35	18	33	116

Percentage increase from December 1948 to September 1955.

2nd Engr. 1st Officer .....	147	$\times 100=52.8\%$
	278	
3rd Engr. 2nd Officer .....	120	$\times 100=49\%$
	245	
4th Engr. 3rd Officer .....	116	$\times 100=49.5\%$
	234	
Average % increase from 2nd engineer to 4th engineer	$52.8+49+49.5=50.4\%$	
	3	

Such were the conditions up to June 1956 where parity was practically retained as shown:

MV *Standard Service* and *Prince George* 48-46.4=1.6% in favour of *Standard Service*.

MV *Standard Service* and *Princess Joan* 48-45.9=2.1% in favour of *Standard Service*.

MV *Standard Service* and *Queen of the North* 48-45=3% in favour of *Standard Service*.

MV *Standard Service* and *Princess Elaine* 48-44.8=3.2% in favour of *Standard Service*.

MV *Standard Service* and *Princess Marguerite* 50.4-48=2.4% in favour of *Princess Marguerite*.

On June 1, 1956 (a date open for wage re-adjustment for the tankers but not for the CPR-BCCS) an amount of \$40, \$39, and \$38 respectively was awarded the 2nd Engineers and 1st Officers, 3rd Engineers and 2nd Officers and 4th Engineers and 3rd Officers that brought their percentage increases from December 1948 to re-opening of negotiations in September 1957 up to:

2nd Engr. 1st Officer .....	(121.5+40)	$\times 100=60.2\%$
	268	
3rd Engr. 2nd Officer .....	(108.5+39)	$\times 100=63.1\%$
	235	
4th Engr. 3rd Officer .....	(107+38)	$\times 100=70.7\%$
	205	

Average % for all tanker Officers  
 $60.2+63.1+70.7=64.6\%$   
 3

This award created a differential of:

MV *Standard Service* and SS *Prince George* 64.6-46.4=18.2%.

MV *Standard Service* and SS *Queen of the North* 64.6-45=19.6%.

MV *Standard Service* and SS *Princess Joan* 64.6-45.9=18.1%.

MV *Standard Service* and SS *Princess Elaine* 64.6-44.8=19.8%.

MV *Standard Service* and SS *Princess Marguerite* 64.6-50.4=14.2%.

These higher percentages are all in favour of the tankers. This high differential did not exist up to June 1, 1956.

It is also noted that on this date an increase was awarded the unlicensed personnel of both the tankers and the CPR-BCCS, but not an equal amount, the tankers receiving about \$15.00 and the CPR-BCCS about \$10.00, which amounts to two thirds the tanker award. There must be a specific reason for this inequality (of which I am not aware), otherwise it would not have been accepted by the union. This could reasonably be assumed to exist in the case of the Officers as well.

Therefore, to remain consistent and bearing in mind the relative increase awarded the unlicensed personnel in June 1956, I strongly recommend that the company reject the proposal agreed to by my associates on the Board and first adjust all rates by  $\frac{2}{3} \times \$39.00 = \$26.00$  then apply 13% effective September 1, 1957 and an additional 7% effective September 1, 1958. Both increases to be based on the rates in effect after the \$26.00 adjustment has been applied.

All other points agreed to by my associates are to the best of my knowledge fair and reasonable.

I wish to extend my thanks to the companies and the unions for the manner in which they co-operated in placing their various arguments before the Board. I further thank Mr. Harrison and Mr. Mahoney for their assistance on many occasions.

All of which is respectfully submitted.

(Sgd.) E. HOPKINS,  
 Member.

Vancouver, B.C.  
 April 21st, 1958



# Report of Board in Dispute between

Deluxe Transportation Limited, North Bay

and

International Brotherhood of Teamsters, Chauffeurs,  
Warehousemen and Helpers of America

The Conciliation Board appointed in the above matter, consisting of Mr. R. R. Elliott, Mr. A. G. Hearn of Toronto, Ont., and Mr. J. W. McNutt of North Bay, Ont., met the parties at the city of North Bay, Ont., on January 17 and 18, 1958, and in the City of Toronto, Ont., on March 7, 1958, and a quorum of the Board met with the union at Toronto, Ont., on March 24, 1958.

The parties were represented as follows:

*For the company:* Mr. John Palangio, President, North Bay, Ont.; Mr. D. Crozier, Comptroller, North Bay, Ont. (on March 7 only); Mr. John Palangio, Jr., Personnel Manager, North Bay, Ont.; Mr. Kenneth MacDonald, Claims Manager, North Bay, Ont.; Mr. Lloyd Roy, Operating Manager, North Bay, Ont. (on January 17 and 18 only); Mr. Jas. Fitzpatrick, District Traffic Manager, Toronto, Ont. (on March 7 only); Mr. Geo. E. Wallace, QC, Counsel, North Bay, Ont.

*For the union:* Mr. I. J. Thomson, Representative, Central Conference, Toronto, Ont.; Mr. John Robinson, Director of Research, Toronto, Ont.; Mr. Geo. DePencier, Committeeman, North Bay, Ont.; Mr. Stanley Gray, Committeeman, Toronto, Ont.; Mr. M. Seguin, Committeeman, Sudbury, Ont.; Mr. George Mallory, Committeeman, North Bay, Ont.

The case on behalf of the union was conducted by Mr. I. J. Thomson and Mr. John Robinson, and for the Company by Mr. Geo. E. Wallace, QC.

At the sittings, the evidence, the full submissions, and the arguments of the parties dealing with all of the matters in dispute, were heard. A full opportunity was given to members of the Board, and representatives of both parties, to ask questions and general discussions ensued. All of the proposals submitted were fully examined and discussed. Both parties were encouraged to make any further representations they felt necessary for the presentation of their case.

The matter of "Wages" presented by far the greatest problem. The company claimed inability to meet the union terms on wages at the present time. The union arguments were based on existing rates and conditions in the area.

After considering all of the matters before us and the positions of the parties on the matters of wages and existing rates in the area, the Board are of the opinion that an over-all agreement could be reached on the following suggestions:

That the parties enter into a collective agreement for a period of (1) one year from April 1, 1958 on the general terms of the existing agreement between the several transport companies and the various locals of the Teamsters' Union in the Province of Ontario; said agreement being negotiated through the Motor Transport Industrial Relations Bureau, excepting on the points of wages and union security.

On the two excepted matters, the Board recommends the following:

## Wages

It is the unanimous opinion of the Board that the following rates of pay should be established on the dates outlined as maximum rates, and that the parties should meet and work out the spread between the maximum rate and the minimum including time arrivals.

	Apr. 1, 1958	July 1, 1958	Oct. 1, 1958	Jan. 1, 1959
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## Dockmen

North Bay, Ont.	1.21	1.25	1.29	1.34
Toronto, Ont. ..	1.52	1.52	1.52	1.52
Sudbury, Ont. ..	1.35	1.45	1.52	1.52
Montreal, Que. .	1.35	1.41	1.41	1.41

## Peddle Run, City Drivers, Checkers

North Bay, Ont.	1.29	1.33	1.37	1.41
Toronto, Ont. ..	1.61	1.61	1.61	1.61
Sudbury, Ont. ..	1.41	1.47	1.53	1.61
Montreal, Que. .	1.41	1.45	1.50	1.50

During April, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Deluxe Transportation Limited, North Bay, Ont., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of R. R. Elliott, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members, J. W. McNutt, North Bay, Ont., and Albert Hearn, Toronto, nominees of the company and union respectively.

The text of the report is reproduced here.

**Highway Drivers:** April 1, 1958 to June 30, 1958 —05.75 cents per mile;

July 1, 1958 to March 31, 1959 —06.00 cents per mile;

**Double Tandem Drivers:** April 1, 1958 Differential rate of 0.35 cents per mile to be added to regular rate of 05.75 cents per mile.

It should be appreciated these rates are lower than those existing in the area and will remain so till January 1, 1959.

#### *Union Security*

It is the majority report of the Board, (Mr. J. W. McNutt dissenting), that the parties should incorporate in the agreement a formula whereby all present employees who are members of the union must pay dues as a condition of their continued employment. New employees after their probationary period must also as a condition of continued employment sign an authorization for dues deduction. Present employees not now members of the union would not have to pay dues as a condition of employment. Mr. McNutt recommends a voluntary check-off of dues, revocable after twelve months.

The Board further recommends that this matter be reviewed in the light of the Bureau Agreement on the anniversary date of this agreement.

We further recommend that a revocation period be provided on the check-off authorization within (30) days prior to the expiration date of the Agreement.

We desire to express our appreciation to those attending the sittings whose efforts contributed greatly in assisting the Board to arrive at the above stated conclusions and for the able presentations, sincerity and frankness of Mr. Wallace for the Company and Mr. Thomson and Mr. Robinson for the Union.

Dated at Toronto, Ontario, this 28th day of March, 1958.

(Sgd.) R. R. ELLIOTT,  
*Chairman.*

(Sgd.) A. G. HEARN,  
*Member.*

(Sgd.) J. W. McNUTT,  
*Member.*

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## Canadian Railway Board of Adjustment Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in four cases heard March 11 and two cases heard April 8.

The first case concerned the claim of an engineer for extra mileage for deadheading; the second, the claim of an agent-operator, who was affected by the relocation of buildings and facilities necessitated by the St. Lawrence Seaway development, for compensation for loss of house, fuel and light perquisites; and the third and fourth cases, the claims of two firemen for extra compensation for services rendered. The fifth case concerned the claim for reinstatement of a train order operator who was relieved from duty because of his physical inability to perform certain work that the company affirmed, but the union denied, was part of the normal duties of his position. The sixth case involved a claim by the union that road switcher rates should be paid to train crews manning a mixed train service on a certain stretch of line, instead of the rate for mixed train service which they were being paid.

In the first and fourth cases the contention of the employees was sustained; in the fifth, partly sustained. In the third

case the contention of the employees was not sustained. The second and sixth cases were referred back to the opposing parties for further negotiation.

The six disputes and decisions are summarized here.

**Case No. 698**—*Dispute between the Chesapeake and Ohio Railway (Pere Marquette Division) and the Brotherhood of Locomotive Engineers concerning the claim of an engineer for 42 miles additional deadhead.*

An extra engineer was called in turn on August 12, 1957 to deadhead from St. Thomas to Sarnia. He was ordered to travel partly by bus and partly by Canadian National train. The total distance was 74.5 miles, for which he was allowed 75 miles.

The distance between St. Thomas and Sarnia over Chesapeake and Ohio lines is 117 miles. Quoting Rule 62(a) of the current agreement, which says, "An engineer deadheading by bus or automobile will be paid under this rule as if deadheaded by train," the employees contended that the engineer should be paid for the 42-mile difference between 117 and 75 miles.



The company contended that the phrase "as if deadheaded by train" meant dead-head via any train route the carrier may elect to use. It also contended that it had the prerogative of deadheading an engineer via auto or bus instead of by rail, provided that the mileage via rail was allowed. Before the London and Port Stanley Railway discontinued passenger service between St. Thomas and London in February 1957 it had been customary for engineers who deadheaded between St. Thomas and Sarnia to go by that railway and the Canadian National, a distance of 75 miles.

The company further contended that this latter rail route was accepted and in current use for deadheading when the present agreement came into effect, and that it had the right to substitute bus travel by the London and Port Stanley Railway when passenger service was discontinued on that line.

The contention of the employees was sustained.

**Case No. 699**—*Dispute concerning the Canadian National Railways (Central Region) and the Order of Railroad Telegraphers regarding the claim of the union that in closing the agency at Wales, Ont., and opening a new agency to serve the same community at Ingleside, Ont., the company is obligated to provide house, fuel and light perquisites at Ingleside.*

The St. Lawrence Power Project and Seaway development necessitated the diversion of the company's main line between Cardinal and Cornwall, with consequent relocation of buildings and facilities. Among the stations relocated was Wales.

House, fuel and light had been included in the current wage scale as perquisites for the position of agent-operator at Wales. The company believed that at the new location, Ingleside, it was no longer necessary for the agent to be available except during his assigned hours of duty, and, as other living accommodation could be obtained in the new locality, that house, fuel and light could properly be discontinued. It therefore made no provision for living quarters in or near the new station.

The company contended that since the name Ingleside had been adopted for the new community, instead of the old name Wales, it was necessary to abolish the position of agent-operator at Wales and establish a new station for the agent at Ingleside.

The company further contended that in accordance with a rule in the current agreement it was entitled to add to the agent's salary an amount of \$15 a month in lieu

of house, fuel and light. It also argued that since the position at Wales had been abolished, the union had no ground for contending that the house, fuel and light perquisites should be "continued".

The employees in their contention asserted that dwelling, fuel and light perquisites had always been considered part of an agent's wages.

The Board, remarking that the circumstances surrounding the claim were most unusual, nevertheless stated that as the present incumbent of the position of agent at Ingleside had bid on and accepted the position at Wales on the understanding that he would receive dwelling, fuel and light perquisites in addition to salary, he was entitled to compensation for the loss of these perquisites. It then recommended that the parties confer together to decide what the compensation should be, and referred the case back to the parties for further consideration.

**Case No. 700**—*Dispute between the Canadian Pacific Railway Company (Prairie Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for compensation in excess of that allowed by the Company.*

A fireman reported for duty at 6.00 a.m. and the engine left the shop track at 7 o'clock. From 7.50 until 5.05 p.m. the train serviced the mines and industries in the Crowsnest-Burmis area, then ran the 79 miles to Lethbridge, during which run it switched four cars at Fort MacLeod. It arrived at the outer main track switch at Lethbridge at 8.10 p.m., the engine was placed on the shop track at 8.40 and the fireman went off duty at 9.10 p.m.

The fireman claimed a total of 227 miles, made up as follows: 132 miles based on the hours from 6.30 a.m., when he reported for duty, until 5.05 p.m., when the train left Burmis; 79 miles running from Burmis to Lethbridge; 4 miles switching at Fort MacLeod; 6 miles final detention, 8.10 to 8.40 p.m.; and 6 miles final inspection, 8.40 to 9.10 p.m.

The company allowed the fireman compensation for 183 miles: 14 hours and 40 minutes on duty at 12½ m.p.h., which exceeded the miles actually run.

The Brotherhood supported the claim for 227 miles with the contention that the fireman had worked under work train conditions between Crowsnest and Burmis for 10 hours and 35 minutes, when work train orders were annulled at Burmis.

The Company contended that the use of the work train order was solely for the

purpose of facilitating the industrial switching required between Crowsnest and Burmis, and that no work train service was performed. The fireman had been paid under freight conditions because this was the service for which he was ordered and was the only service performed on the trip. "The type of train orders issued is strictly an operating matter and has nothing whatever to do with the method of payment under the agreement," the Company contended.

The contention of the employees was not sustained.

**Case No. 701**—*Dispute between the Canadian Pacific Railway Company (Pacific Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the claim of a fireman for payment for a new day for a second trip from the initial terminal.*

A fireman on freight service was ordered at 1.00 p.m. to switch and make a round trip. His train did not leave the terminal until 6.45 o'clock. On his return at midnight he was sent on a second trip leaving 45 minutes later. He claimed a new day for the second trip but was paid on a continuous time basis.

In their contention, the employees cited an article in the agreement reading: "Should fireman be used out of initial point after completing a day, a new day will commence." This rule applied, the union argued, inasmuch as the fireman had worked 11 hours and 45 minutes from the time ordered before beginning the second trip.

The Company contended the agreement did not provide for payment of a new day because he had not completed a day in road time as specified in another article which reads: "Road miles will be the distance from the outer main track switch or designated point at the initial terminal, to the outer main track switch or designated point at the final terminal. Road time will commence when payment for initial terminal time stops, and will end when payment for final terminal time begins."

The Board sustained the contention of the employees.

**Case No. 702**—*Dispute between the Quebec North Shore and Labrador Railway and the United Steelworkers of America concerning the employment status of a train order operator.*

On January 11, 1957, a train order operator, while on his annual vacation, wrote to the chief dispatcher stating that he was in the hospital for an operation and would not be able to return to work

for at least two months. Near the end of February he wrote again saying the operation was successful and he would report for duty about the end of April.

On May 18, 1957, the operator reported at the chief dispatcher's office with a letter quoting his doctor's permission to perform light work only. "I understand that my regular work as an operator is considered as light work. The doctor wants me to pass another examination by the end of July," the letter stated.

The operator was permitted to return to work on May 22, following an examination by the company's doctor, with the understanding expressed in the above letter.

On May 24, the company's entire telephone system broke down because of cable damage. When the operator came on duty, following the breakdown, he informed the company's agent that he could not drive the company pick-up truck to call crews because of his physical condition.

The superintendent then wrote the operator: "If you are to work your assignment, you must be able to do all of the work normally required of that assignment." The superintendent also asked the operator to reply stating what he planned to do.

The operator replied: "I am authorized by the doctor to perform office work only; he also specified to me that it was very important to not ride in trucks, otherwise it might carry complications in my case causing another operation." A relief operator was provided.

Later the same day, the superintendent advised the operator that he was relieved from duty "until such time as you are physically able to perform all the work normally required of your assignment".

In subsequent correspondence with a union official, who had written requesting the operator's reinstatement with pay, the superintendent pointed out that the operator had not been suspended or discharged but was on sick leave. The request for reinstatement with pay was declined.

Later the operator was ordered to report for a physical re-examination and, after the examination, to arrange for "proper" leave if he was unable to return to service. "Otherwise you will be considered absent without leave," the operator was warned.

The operator reported for the medical examination but did not arrange leave of absence, informing the superintendent that his union was now handling the case. To this, the superintendent replied that the operator himself would have to arrange for leave of absence, as "this is not a proper matter to handle with your organization".



On July 4 the superintendent sent a notice to the operator of an investigation to be held the next day. The investigation was held but the operator failed to appear.

Following the investigation the superintendent advised the operator on July 12 that he had been penalized with 50 demerit marks and suspension "until management can be assured of your willingness to properly obey the rules and instructions".

When the company again declined to reinstate the operator with pay, the union referred the grievance to the Board of Adjustment.

The driving of the pick-up was not part of an operator's duty, the union asserted. The union contended, too, that the investigation July 5 had been uncalled for and its findings unfair.

The union declared the operator had actually been suspended on May 24 and was entitled to reinstatement with pay for time lost since that date.

The company contended it was a duty of their train order operators to call crews and, if necessary, to use the company vehicle to do so. It argued that the operator was relieved May 24 only because of his "self-judged" physical condition and that he was not suspended or disciplined in any way at that time but had "disqualified himself". His suspension, it said, depended entirely on his attitude concerning his employment, and the discipline assessed was not a bar to the operator's return to service.

The Board found both parties had adopted an unreasonably rigid and unyielding attitude, and that several months' delay in processing the grievance had been caused by union officers' being busy elsewhere. A part of the responsibility for loss of earnings could therefore be borne by each. The discipline of 50 demerit marks and suspension was not justified, nor was the refusal of the employee to attend the investigation.

The Board sustained the contention of the union to the extent that the employee was to be reinstated with seniority unim-

paired, and paid up for 50 per cent of his lost time at schedule rate, and the 50 demerit marks removed from his record.

**Case No. 703—***Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning a claim by the union that road switcher rates should be paid to train crews assigned to mixed trains that operate on turn-around basis within a radius of 30 miles.*

The Brotherhood of Railroad Trainmen contended that crews assigned to mixed trains between Trois-Rivières and Gran'-Mere should be paid road switcher rates, in accordance with an article of the current agreement, because they operate on turn-around basis within a radius of 30 miles, instead of being paid under the provisions of another article covering mixed train service, which the Company contended was applicable to this service.

The Company contended that the heading "Road Switcher Service" and the wording of the article showed that the character of the service it was intended to apply to was concentrated switching operation in road service within an area of 30 track miles. The Company further stated that:

"The assignments in question perform limited switching, none of which is industrial, and only make stops to set off and/or to lift a car or cars, the majority of trips or combinations of trips in the separate assignments not making sufficient stops or switches, or a combination of both, to make the conversion rate applicable."

The Board in its decision said that the article cited by the Brotherhood used the word "assignments" without specifically defining what assignments were intended. Since the parties differed in their opinion regarding the application of the article, the Board recommended that the case be referred back to the parties to decide definitely, with examples to illustrate if necessary, exactly how the rule should apply.

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## 1957 U.S. Strike Activity Lowest Since Second World War

Strike activity in the United States during 1957, as measured by the number of workers involved and the number of man-days lost, reached the lowest point since the Second World War, according to a report published in the U.S. *Monthly Labor Review* for May.

The total of 1,390,000 workers rendered idle by stoppages which began during the year was 10 per cent less than in 1954, the previous low-record year since the war, and a quarter less than in 1956.

## LABOUR LAW

# Legal Decisions Affecting Labour

Ontario High Court refuses company's application for order quashing arbitration board's decision and, in another decision, considers duty of Labour Relations Board to deal with certification applications

The Ontario High Court refused a company's application for an order to quash a decision of a board of arbitration under its collective agreement. The company's contention that the dispute was not arbitrable was rejected.

In another decision, the Ontario High Court refused to quash a certification order issued by the Canada Labour Relations Board, but at the same time issued a mandatory order directing the Board to consider another application for certification received on the day of the hearing of the earlier application.

### Ontario High Court . . .

. . . upholds jurisdiction of board of arbitration to entertain grievances submitted by the union

On January 22, 1958 Mr. Justice Wells of the Ontario High Court dismissed an application made by the United Steel Corporation Limited in *certiorari* proceedings for an order quashing a decision of a board of arbitration.

The application was made to quash the decision on the ground that there was no jurisdiction conferred on the board of arbitration by the collective agreement to decide the matters submitted to it. The Court in rejecting the application held that the arbitration board had the jurisdiction which the majority of its members thought it had.

In the reasons for his decision Mr. Justice Wells recalled the following circumstances of the dispute.

In 1956 a collective agreement was made between Canadian Mead-Morrison Division of the United Steel Corporation Limited (Welland) and the United Steelworkers of America, Local 2766.

In a dispute between the company and the union, a board of arbitration was appointed to consider certain grievances, notice of which was filed by Local 2766 of the United Steelworkers of America.

On November 27, 1956, at the opening of the arbitration hearing, an objection

was taken by the company to the jurisdiction of the board of arbitration on the ground that none of the grievances were arbitrable as all were union grievances, whereas the collective agreement made no provision for arbitration of union grievances and confined the jurisdiction of the board to employee grievances on the one hand and management grievances on the other.

The majority decision of the Board (Chairman and union's nominee) made on November 28, 1956<sup>1</sup> held that the Board had jurisdiction to deal with the matters submitted to it.

Following the decision of the board the company made an application to the Court for an order by way of *certiorari* quashing the decision of the arbitration board on the ground that it had no jurisdiction to decide the matters submitted to it.

Mr. Justice Wells examined, in the agreement in question, the provisions as to employee disputes and arbitration and also the provisions concerning management grievances, and found that in all these provisions there was none giving the union, which was a party to the agreement, a right to lodge what is commonly called "a policy grievance", that is, a grievance which relates to the violation of the agreement generally. This kind of grievance was simply not dealt with in the collective agreement.

In the opinion of the Court the issue at bar was governed by the provisions of the Labour Relations Act. Section 32 provides as follows:

S. 32 (1) Every collective agreement shall provide for the final and binding settlement by arbitration, without

<sup>1</sup>Reported in *Labour Arbitration Cases*, Vol. 7, at p. 174.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement, including any question as to whether a matter is arbitrable.

- (2) If a collective agreement does not contain such a provision as is mentioned in subsection 1, it shall be deemed to contain the following provision:

Where a difference arises between the parties relating to the interpretation, application or administration of this agreement, including any question as to whether a matter is arbitrable, or where an allegation is made that this agreement has been violated, either of the parties may, after exhausting any grievance procedure established by this agreement, notify the other party in writing of its desire to submit the difference or allegation to arbitration and the notice shall contain the name of the first party's appointee to an arbitration board. The recipient of the notice shall within five days advise the other party of the name of its appointee to the arbitration board. The two appointees so selected shall, within five days of the appointment of the second of them, appoint a third person who shall be the chairman. If the recipient of the notice fails to appoint an arbitrator, or if the two appointees fail to agree upon a chairman within the time limited, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The arbitration board shall hear and determine the difference or allegation and shall issue a decision and the decision shall be final and binding upon the parties and upon any employee affected by it. The decision of a majority shall be the decision of the arbitration board, but if there is no majority the decision of the chairman shall govern.

- (3) If, in the opinion of the Board, any part of the arbitration provision including the method of appointment of the arbitrator or arbitration board is inadequate, or if the provision set out in subsection 2 is alleged by either party to be unsuitable, the Board may, on the request of either party, modify any such provision so long as it conforms with subsection 1, but until so modified the arbitration provision in the collective agreement or in subsection 2, as the case may be, shall apply.

The company argued that while there was no provision in the agreement dealing with an alleged violation of the agreement except as to employee or management

complaints, the only way in which coverage of a union complaint could be established was by application to the Labour Relations Board under S. 32 (3).

Mr. Justice Wells did not accept this contention. In his opinion, because there was no provision for arbitration of union complaints, the provisions of S. 32 (2) become operative and the collective agreement must be deemed to contain the provision set out in S. 32 (2) of the Act. Once it was accepted that the provision of S. 32 (2) is to be deemed to be contained in the collective agreement, then there was ample jurisdiction in the clause set out in the statute to submit the matters which the arbitration board dealt with to arbitration and, in the opinion of the Court, as the result of this, the board had the jurisdiction, which the majority of its members thought it had, to deal with the matters submitted by the union. The Court dismissed the company's application with costs. *United Steel Corporation Ltd. v. The United Steelworkers of America, Local 2766 et al*, (1958) 12 DLR (2d) 322.

### Ontario High Court . . .

. . . holds Labour Relations Board failed to perform statutory duty to hear certification application

On December 13, 1957 the Ontario High Court, acting on the application of the International Union of Mine, Mill and Smelter Workers, issued a mandatory order directing the Canada Labour Relations Board to consider the application for certification presented by that union.

Mr. Justice Wells in his reasons for judgment related the circumstances of the dispute, as follows:

On July 18, 1957 the United Steelworkers of America made an application to the Canada Labour Relations Board for certification of a unit of employees of Can-Met Explorations Ltd.

On July 26, 1957, the International Union of Mine, Mill and Smelter Workers dispatched a letter to the Chief Executive Officer of the Canada Labour Relations Board, indicating their desire to intervene in respect of the application made by the Steelworkers.

In the exchange of letters that followed between the Board and the mineworkers union, the union stated the grounds for intervention, indicating that the employees claimed by the application for certification were not members in good standing of the union, that the majority of employees in the bargaining unit were not in support of the application and that the bargaining unit was not appropriate.

On August 7, 1957, the Board acknowledged, by letter, the receipt of this notice of intervention and indicated that if a hearing was to be heard, notice of the time and place of the hearing would be given the parties. Under the same date the Board dispatched a telegram to the mineworkers union notifying it that the Board would hear the parties concerned at 11 o'clock a.m. on Wednesday, August 14, at Ottawa.

Subsequently, under date of August 13, an application for certification by the International Union of Mine, Mill and Smelter Workers was made to the Board. The Board received this application on the morning of August 14 just prior to the hearing scheduled for the application for certification made by the Steelworkers.

At the hearing on August 14 the application of the mineworkers union was not dealt with. In this respect the chairman of the Board said:

...At the present time, at this hearing, the only application we are dealing with is the application of the United Steelworkers. Your application came in yesterday. That is an application which still has to be dealt with in the ordinary course of events. It came in today, as a matter of fact, and as far as the Board is concerned, it is not dealing with that and it will not attempt to deal with that application at the hearing today.

On August 19, 1957 the Board certified the United Steelworkers of America as the bargaining agent for the employees of Can-Met Explorations.

Following this decision the mineworkers union applied to the Court for an order that the certification order issued on August 19, 1957 be quashed on the ground that the Board had no jurisdiction to make the order for the reason that there was no evidence before the Board that the majority of the employees in the unit were members in good standing of United Steelworkers of America pursuant to the Industrial Relations and Disputes Investigation Act and the Rules and Regulations made thereunder, and other grounds as counsel may advise and the Court may permit.

A further application was made that the Court make an order by way of *mandamus* directing the Board to determine whether the unit in respect of which an application for certification was made by the International Union of Mine, Mill and Smelter Workers on August 14, 1957 was appropriate for collective bargaining.

In the opinion of the Court the matters under consideration were governed by the provisions of the Industrial Relations and Disputes Investigation Act.

After examining the powers of the Board in dealing with an application as defined by Section 9, Mr. Justice Wells noted that the time for making an application for certification as a bargaining agent is defined by Section 7 of the statute, which reads in part:

- S. 7 (1) A trade union claiming to have as members in good standing a majority of employees of one or more employers in a unit that is appropriate for collective bargaining may, subject to the rules of the Board and in accordance with this section, make application to the Board to be certified as bargaining agent of the employees in the unit.
- (2) Where no collective agreement is in force and no bargaining agent has been certified under this Act for the unit, the application may be made at any time.

Section 61 dealing with the powers of the Board provides in subsection 2:

- S. 61 (2) A decision or order of the Board is final and conclusive and not open to question or review but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act.

Referring to subsection 2, Mr. Justice Wells noted that in the present state of authorities, if the Canada Labour Relations Board acted within the jurisdiction conferred upon it by the statute, *certiorari* does not lie and the Court has no jurisdiction to quash any order made by the Board.

The Court proceeded first with the application to quash the order of August 19 certifying the United Steelworkers as the bargaining agent.

The Court was not concerned whether the Board's decision was correct or incorrect, on the evidence it had before it. The powers and methods of investigation granted to the Board by subsection 4 of Section 9 of the Act are of the widest and most general nature. The chief objection raised by the mineworkers union was based largely on the contention that the employees on whose behalf the application was made by the steelworkers union were not in fact members of that union. In the opinion of the Court this question was one for the Board itself to determine (S. 61) and its decision in this respect is final and conclusive for all purposes of the Act.

It is not for the Court to decide whether the Board was right or wrong in its decision, but only to come to the conclusion from the certificate issued on August 19, that the Board was of the opinion that the employees, for whom the application was



made on behalf of the United Steelworkers, were members of the union and were employees of the company concerned, and the Board had full authority and power to determine this. Consequently the Court dismissed the application to quash the certification order of August 19.

Next the Court dealt with the application for *mandamus* directing the Board to consider the application for certification submitted by the mineworkers' union.

Mr. Justice Wells noted that it is quite clear from the transcript of proceedings taken before the Board that the application for certification of the mineworkers' union was not dealt with at the hearing on August 14.

In his opinion that application which was received by the Board on the morning of August 14 was made in time, pursuant to the term of Section 7 of the Act, because at the time it was made to the Board there was no collective agreement in force and no bargaining agent had been certified under the statute. Subsequently the judge

added that it was the Board's statutory duty to act pursuant to the powers and duties given it by Section 9 and concluded: "In my view it failed to carry out its statutory duty in that respect and has not, in fact, carried it out as yet."

The Court issued a mandatory order directing the Board to consider the application of the International Union of Mine, Mill and Smelter Workers as of August 14, 1957, pursuant to the Industrial Relations and Disputes Investigation Act.

The Court did not consider it necessary to quash the certification order before making the mandatory order. Mr. Justice Wells was of the opinion that if the Board after it has carried out its statutory duties, should come to the conclusion that the application of the Mine, Mill and Smelter Workers Union should be acceded to, then pursuant to Section 10 of the Act any order then made would have the effect of vacating their previous order of August 19. *Thibault et al. v. Canada Labour Relations Board et al.*, (1958) 12 D.L.R. (2d), Part 3, p. 150.

## Recent Regulations under Provincial Legislation

Quebec raises minimum wages of certain forestry workers, employees of municipal, school corporations. Manitoba raises mothers' allowances

In Quebec, a new forestry order was issued which, in addition to setting new minimum rates for employees on a fixed wage basis, provided for a 2-per-cent vacation allowance upon termination for all employees who work at least 75 days in a four-month period for the same employer and a weekly rest for employees with a regular work week. Another order raised minimum wages in municipal and school corporations.

Regulations under the Manitoba Child Welfare Act were revised with the result that a family consisting of one parent and a child three years or under may now be granted up to \$102 a month.

### Alberta Coal Mines Regulation Act

Regulations under the Alberta Coal Mines Regulation Act setting out requirements for shock blasting were gazetted on March 31 as Alta. Reg. 82/58.

Shock blasting, by which is meant the "firing of more than one shot in coal at a working place in an underground mine," may not be carried on without the written permission of the Director of Mines.

If a district or split in an underground mine is subject to sudden outbursts of gas

or coal, the owner or manager may apply to the Director for permission to carry out shock blasting, giving full particulars of the reasons for the application.

On receipt of the application, the Director may require additional information or he may grant permission to carry out shock blasting, laying down whatever conditions he considers advisable.

Before operations begin, however, the district inspector and the owner or manager must draw up a set of safety rules, which must be approved by the Director, who may make additional rules if necessary.

If shots are fired from the surface no person may be in the mine at the time. When shots are fired from a permanent underground firing station, only the shot-firer and his assistant may remain in the district.

Where shock blasting is carried on under these regulations, Sections 246 and 250 of the Act dealing with signalling and communications in a shaft are suspended.

### Manitoba Child Welfare Act

Regulations under the Manitoba Child Welfare Act revising the allowances payable on behalf of bereaved or dependent

children were gazetted on March 29 as Man. Reg. 19/58, replacing regulations issued last year (L.G., June 1957, p. 721).

Under the Act, an allowance is payable with respect to "a child who, because of the death of both parents, or the death of the father, or confinement of the father in a hospital for mental diseases, or the total and permanent physical disability of the father, is likely to suffer because of a lack of means to have proper care supplied".

The allowance is payable only in respect of a child 14 years or under, but may be continued if a child is not capable of self-support because of mental or physical incapacity. An allowance may also be continued at the discretion of the Director of Public Welfare in the case of a child attending school.

The former regulations fixed maximum monthly allowances varying from \$51 for a family with one parent and one enrolled child up to \$150 for a family with one parent and seven or more enrolled children. Out of these maximum monthly allowances provision had to be made for food and clothing, rent or, in lieu of rent, interest, taxes, etc., and operating expenses, within the limits specified. An extra allowance was also provided for winter fuel.

The new regulations do not fix maximum monthly allowances for a family unit, however. Instead, they set out maximum monthly allowances for food, clothing, shelter, utilities, fuel and household and personal needs, the allowances for food and clothing taking into consideration the age of the child. The regulations also give the Director authority to grant up to \$180 a year to meet an extraordinary need.

As previously indicated, the allowances for food are established on an age basis, ranging from \$11 for a child three years and under up to \$23 for an adult in a family of two beneficiaries. The allowance will be reduced, however, where a family consists of five or more persons.

Clothing allowances also vary according to the age of the beneficiary. The allowance for an adult and for a child 12 to 18 years is \$5 a month. The maximum for children 7 to 11 years is \$4 and for those 6 years and under \$3 a month.

As regards shelter allowances, the regulations now provide that actual rent up to a maximum of \$55 a month may be paid. In lieu of rent, up to \$20 a month may be allowed for taxes, insurance or minor repairs, plus whatever may be approved by the district office supervisor for principal and interest on a mortgage and for major repairs.

From October to May, up to \$19 a month may be granted to a family in an unheated house and up to \$15 to a family living in unheated rooms. The maximum allowance for utilities is \$5 a month.

A family that in the opinion of the Director has no income may be allowed up to \$10 a month for household and personal needs.

Special rules have also been set out with respect to allowances payable on behalf of children not residing with a parent.

As a result of these changes, a family unit consisting of one adult and a child three years or under may now receive up to \$102 a month, whereas under the former regulations the maximum was \$51.

The requirements for enrolment are substantially the same as before. One difference is that a child may now be out of the province for three months before an allowance is cancelled.

### **Quebec Minimum Wage Act**

Two revised minimum wage orders governing forestry workers and employees of municipal and school corporations, an amendment to the general minimum wage order, and a renewal order, made by the Quebec Minimum Wage Commission on February 12 and approved by O.C. 341 of April 17, were gazetted on April 26, to take effect that day.

The revised forestry order, Order 39 (1958), while it left piecework rates unchanged, established new general hourly, daily and weekly rates for other workers and provided for weekly rest and vacation pay for some employees. Order 41 (1958) brought minimum wages of employees of municipal and school corporations back into line with those set under the general minimum wage order issued last year (L.G., June 1957, p. 727). The fourth order renewed until May 1, 1959, the three orders issued last year, namely, Order 4 (1957), the general minimum wage order; Order 40 (1957), the order governing hotels, restaurants, hospitals and nursing homes; and Order 3 (1957), the order providing for vacations with pay.

### **Order No. 39 (1958), Forest Operations**

In keeping with the trend evidenced last year when the general order was revised, the new forestry order has been rearranged and simplified. Instead of six categories of workmen, each one with subdivisions, the new order has five, thereby eliminating 16 minimum rates.

Another difference is that, except in the case of pieceworkers, rates are no longer set on an occupational basis. The determining factor now is the extent to which an employee's hours of work are verifiable.



Order 39 (1958) also differs from the former order in several other respects. In the new order, the regular work week is 54 hours instead of 60. Two new benefits have also been introduced, the order requiring employees with a fixed work week to be given a weekly rest and providing for a 2-per-cent vacation allowance upon termination of employment.

The coverage of the order is more expressly set out than formerly, the order applying to the following operations: logging, by which is meant the cutting, transporting and loading of wood on boats or railroad cars and the barking and bucking of wood before loading; forest improvement undertakings such as the construction and maintenance of roads, camps, dams, pillars and loading and driving facilities and the thinning-out of trees, the drainage and irrigation of the soil; reforestation, and driving operations. For the first time, caterers working in connection with any of the operations listed above are specifically covered.

Contractors, subcontractors and jobbers are included in the definition of employer for the purposes of the order.

The exemptions are also more specifically set out than previously. Persons employed in wood processing plants other than sawmills producing lumber for logging operations are not covered, nor are employees who transport lumber outside the forests. The order also exempts farmers, the employer's consort, persons working in forest colonies, emergency fire fighters, and employees covered by a collective agreement under the Labour Relations Act, if the wages and working conditions established by the agreement are generally better than those set out in the order.

#### *Hours*

The revised order sets a regular work week of 54 hours for all employees except: pieceworkers, cooks, kitchen help, camp guardians, stablemen, dam and gate guardians, fire fighters and persons engaged in boat-loading operations. The latter are deemed to have no regular work week and consequently are not entitled to overtime. The previous order fixed a 60-hour regular work week for apprentices and incapacitated persons, drivers and sorters in driving operations and persons engaged in cutting pulpwood, firewood, and sawlogs who were employed on a fixed wage basis. Other employees were considered to have no fixed work week.

#### *Wage Rates*

As indicated above, a new method of fixing rates has been adopted. Special daily rates are no longer set for employees engaged in driving operations, in auxiliary

work around camps or in cutting pulpwood, firewood and sawlogs. Instead, the revised order, while continuing to set out special provisions for pieceworkers and inexperienced persons, establishes only three minimum rates for other employees, the determining factor being the extent to which hours are controlled. Employees whose hours of work per hour are verifiable must now be paid a minimum of 75 cents an hour. For those whose hours of work per day cannot be verified, the minimum is now \$7 a day. The rate for employees without a regular work week is \$42 a week.

As is customary, special provisions are again set out for inexperienced or handicapped workers whose output is below normal. Instead of a single minimum wage of \$5.20 a day based on a 60-hour week, the revised order provides for two minimum rates. One, an hourly minimum of 50 cents, applies to inexperienced or handicapped employees whose actual working time is verifiable and whose regular work week is 54 hours. The other, a daily minimum of \$5, governs employees in this category who have no regular work week or whose hours of work cannot be verified.

The same quota is imposed as formerly, the order providing that the number of inexperienced and handicapped workers may not exceed 20 per cent of the total number of employees in the camp.

The piecework rates, which, as previously indicated, are unchanged, apply to employees engaged in cutting pulpwood, firewood and sawlogs. For pieceworkers in pulpwood operations, the rate varies from \$5.40 per 100 solid cubic feet for lengths of from 4' to 6' to \$2.45 for 16-foot lengths for all wood except aspen and poplar and from \$4.15 to \$1.90 for aspen and poplar. For wood measured by the cord, the minimum is \$3.55 for aspen and poplar and \$4.60 for other wood.

Employees engaged in cutting firewood must still be paid at least \$4.60 per cord for wood 4 feet in length. For bolts of any other length the rate, as before, varies from \$3.75 to \$1.70 per 32 square feet of piling surface, depending on the length of the log.

The minimum for cutting sawlogs varies from \$7.45 to \$4.95 per 1,000 board feet. The rate for wood measured by the cord remains \$4.60 and for wood measured in solid cubic feet the rate is \$5.40 per 100 s.c.f.

Employees engaged in cutting pulpwood and sawlogs are again allowed an additional amount for peeling.

In all cases, the piecework rates apply to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act.

As formerly, employees engaged in cutting sawlogs or in pulpwood operations who do not do the preparatory work usually assigned to such workers may be paid at a lower rate provided the rate is stipulated in the engagement contract, and is not less than a daily minimum, which has been raised from \$5.20 to \$7.

#### *Overtime*

The revised order has the same definition of overtime as before, all hours worked in excess of the regular work week. For most forestry workers other than pieceworkers, this now means all time worked beyond the regular 54-hour week.

Employees paid on an hourly basis and not governed by a collective labour agreement are entitled to their regular rate for overtime, which may not be less than the prescribed minimum. The same is true of other forestry workers, except that employees paid on a weekly, monthly, or yearly basis and receiving \$54 or more a week are not entitled to overtime.

This is a higher minimum standard than in the former order in that the regular work week has been reduced and it would appear that more employees would be on a fixed work week than formerly.

#### *Deductions*

A few minor changes were made in the provisions with respect to deductions. The maximum deduction for board and lodging remains \$1.50 a day. Employers are again forbidden to charge for the use of blankets but may now deduct for lost bedding equipment or blankets not returned, provided the rates are mentioned in notices and pay statements.

Although the 40-cent fee for laundering certain specified articles of clothing has been dropped, deductions for laundering may still be made if a price list is posted in the employees' living quarters.

All employees except pieceworkers or jobworkers must be provided with the necessary tools and equipment at the employer's expense. However, an employee may now be charged for safety garments not returned as well as for tools lost.

As formerly, the Order provides that horses must be fed and shod at the employer's expense.

The following other deductions are again permitted, deductions imposed by an Act or court order; cash advances made to workers; the price of goods sold, provided a price list is posted in a conspicuous place in the camp building.

#### *Weekly Rest and Vacation Allowances*

For the first time, a weekly rest provision is set out for these employees, the revised order providing that every employee

with a regular work week must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each.

Another departure is the provision respecting paid vacations. Every forestry worker is now entitled to 2 per cent of his earnings, provided he works at least 75 days within a four-month period for the same employer. This qualifying period, however, does not apply to employees laid off. The vacation allowance is payable on departure. For a 12-month work period the allowance must be paid between May 1 and June 1 each year.

#### *General Provisions*

Before beginning operations, an employer must send the Commission written notice of his plans, at the same time requesting copies of this Order for posting in his camps.

As previously, an employer must see that an employee signs a contract showing the conditions of employment before he starts to work. As well as specifying the basis of payment and the wage rate, the contract must now indicate whether the employee is classified as an inexperienced or handicapped worker. One copy must be given to the employee immediately and another forwarded to the Commission upon termination.

The Order again provides that an employee must be reimbursed for his transportation expenses en route, including board and lodging, with the employer being permitted to claim for such services any sum specified in the hiring contract. The provision permitting employers to withhold payment of such expenses from employees hired on a fixed wage basis who voluntarily quit their jobs within 15 days of being hired provided such terms were written into the employment contract has been dropped, however.

Employers engaged in forestry operations are now obliged to maintain a work record system similar to those required under other orders. The records are to be kept for at least six years and particulars must be forwarded to the Commission upon request. Each record must show in respect of each employee: name and address, occupation, date of commencement of employment, pay period, total number of hours worked, overtime, wage rate and wages earned, deductions, take-home pay, and, where applicable, information regarding vacations. Particulars respecting hours and overtime need not be recorded in the case of an employee without a fixed work week nor in the case of a worker on a fixed weekly, monthly or annual salary whose weekly wage is \$54 or more, because, as



previously noted, such an employee is not entitled to overtime.

Several changes were noted in the provision respecting pay statements. One is that the Commission is no longer authorized to grant exemptions from this requirement. Another is that an employee is entitled to receive a pay statement every pay period as well as on departure. Also, the new order requires additional information, providing that the following particulars must be shown on every statement: the employee's name and address; the pay period; the total number of hours worked, including overtime; the wage rate and wages earned; the amount of earnings, if a pieceworker or a jobworker, and the basic rate specified in the engagement contract; the deductions, and take-home pay. However, pay statements of persons earning \$54 or more a week and paid a fixed weekly, monthly or annual salary need not show hours worked, as these employees are not entitled to overtime. Under the previous order, the pay statement was required to show gross earnings, wage scale, deductions and the number of days worked and present in camp.

Like most other orders, Order 39 has a provision requiring an employer to post all regulations, orders or documents sent to him by the Commission.

#### **Order 41 (1958), Municipal and School Corporations**

Order 41 (1958) brings minimum wages of employees of municipal and school corporations whose hours of work are verifiable back into line with those set by Order 4 (1957), the general minimum wage order governing the majority of unorganized workers in the province. From 1953, when Order 41 was last revised (L.G. 1953, p. 903), until last year, minimum wages of experienced and inexperienced workers had been the same in both orders. Minimum wages in municipal and school corporations fell behind, however, when Order 4 was revised last year (L.G., June 1957, p. 728).

As well as raising rates, the revised order also redefined zone boundaries to conform with those under Order 4. In keeping with the trend, Order 41 was also simplified, some of the special rates for school corporations having been eliminated.

As formerly, the order covers all employees of municipal and school corporations to whom the Minimum Wage Act applies, except persons governed by another order.

#### **Zones**

For the purposes of the order the province is again divided into three zones. The zone boundaries have been redrawn, how-

ever, to conform with those established last year under the general minimum wage order. Zone 1, as before, comprises the City of Montreal and the municipalities totally or partially situated on Montreal Island; Zone 2, which formerly consisted of Quebec City and the section of Number 5 industrial area outside the city limits and cities or towns with a population of 10,000 or more, has been extended to include all centres with a population of 6,000 or more except those in Zone 1; Zone 3 covers the remainder of the province.

#### **Hours**

Although wage rates have been brought into line, the "regular work week", by which is meant "the number of hours in a week beyond which any time worked must be paid for at an increased rate" continues to be longer than that set for most employees under the general order. The work week of the majority of employees of municipal and school corporations is 54 hours, whereas under Order 4, minimum wage rates are generally based on a 48-hour week.

As formerly, a longer work week is set for some employees, motor vehicle chauffeurs and their helpers being permitted to work up to 60 hours in a week without the payment of overtime. The regular work week of firemen, policemen and firemen-policemen is 72 hours. In Zones 1 and 2, the working hours of such employees may average 72 hours a week over a consecutive two-week period but may not exceed 144 hours in two weeks except in cases of extreme emergency.

Some employees are again deemed to have no regular work week and are therefore not entitled to overtime pay. Except for the addition of telephone operators in Zone III, the list is the same as before and includes: employees employed at work conditioned by the tide; caretakers with lodgings furnished; persons engaged in snow-clearing operations; employees and their helpers operating power shovels, bulldozers, snogos, or similar vehicles; persons whose hours of work are not verifiable; school attendance officers and teachers.

#### **Minimum Wages**

Minimum wages of employees of municipal and school corporations continue to be established on an hourly basis, with the usual exceptions for certain employees without a fixed work week, namely, caretakers, secretaries, attendance officers and teachers for whom weekly or monthly rates are set. Instead of three general categories, however, there are now four, experienced employees (except those covered by special

provisions), watchmen, inexperienced employees, and office boys and messengers.

Unless otherwise provided for, the minimum wages of experienced employees of municipal and school corporations have been increased by 9 cents to 60 cents an hour in Zone 1, 55 cents in Zone 2 and 50 cents in Zone 3, the same as under the general order.

Watchmen, whose rates were lower under the previous order, must now be paid the same minimum as experienced employees, namely, 60 cents in Zone 1, 55 in Zone 2 and 50 cents in Zone 3. This means that, proportionally, these workers received a greater increase than other employees governed by the order.

Inexperienced employees, by which is meant apprentices and persons doing unskilled work or work that does not require training whose output is less than that of a skilled worker, are now entitled to 45 cents an hour in Zone 1, 40 cents in Zone 2 and 35 cents in Zone 3. These rates are 15 cents less than those set for experienced workers. As before, a quota is imposed, the number of inexperienced workers in any establishment being limited to 20 per cent of the total number of employees.

Instead of classifying them as inexperienced employees as formerly, the new order sets out special provisions for office boys and messengers, fixing minimum wages of 40 cents in Zone 1, 35 cents in Zone 2 and 30 cents in Zone 3. Although the new rates are 5 cents an hour less than those of inexperienced employees, they nevertheless represent a gain for office boys and messengers, their previous minimum having been 30, 25 and 22 cents, depending on the zone.

Weekly rates are again set for caretakers continuously supervising their employer's establishment who are provided with free lodgings on the premises. These have now been increased from \$18 in Zone 1, \$16 in Zone 2 and \$15 in Zone 3 to \$30, \$25, and \$20, respectively.

As before, monthly rates are set for secretaries of local municipal corporations whose hours of work are not verifiable, the rates varying according to the population. Zone boundaries, previously disregarded, are again taken into consideration, the minimum being \$150 in Zone 1 and \$120 in Zone 2. Four rates are set for secretaries in Zone 3, ranging from \$30 a month in municipalities with a population of 300 or fewer to \$80 in centres with a population of from 1,501 to 6,000. Formerly, seven rates were set, ranging from

\$20 a month in a community of 250 persons or fewer to \$110 in cities with a population of 10,000 or more.

In county municipalities, the minimum has been raised from \$40 to \$60 a month, regardless of the zone or the number of hours worked.

#### *Overtime*

The overtime provisions are unchanged, overtime again being regarded as any time worked in excess of the regular work week, or, in the case of employees paid by the month or half-month, hours worked beyond the hours fixed for the regular working month or half-month. The "regular working month" is calculated by multiplying the number of hours in the regular work week by  $4\frac{1}{2}$  or, if there are 31 days in the month, by  $4\frac{1}{2}$ . Similarly, the "regular working half-month" is established by multiplying the number of hours in the regular work week by  $2\frac{1}{2}$  or, in a month of 31 days, by  $2\frac{1}{2}$ .

For employees paid by the hour and not governed by a collective agreement the overtime rate is one and one-half times the regular rate and any provision in an individual labour contract for a lower overtime rate is forbidden.

For employees not in the above category, the overtime payment must be at least time and one-half the minimum rate. As formerly, employees on a fixed weekly, monthly or yearly wage and receiving, even when not working a full week, \$50 a week in Zone 1 and \$45 in Zones 2 and 3 are not entitled to overtime rates.

Firemen, policemen, and firemen-policemen in Zones 1 and 2 being permitted to work up to 144 hours in a consecutive two-week period, the order again sets out a special overtime rate for these employees. In addition to the wages payable to them for their regular hours, they must be paid at least \$1 an hour for time worked beyond the prescribed limits. This provision does not apply to police chiefs, chief firemen or chief firemen-policemen or to their assistants, however.

#### *Other Provisions*

Except that it is not limited to employees with a fixed work week, the weekly rest provision is the same as that of Order No. 39 described above.

Employees of municipal and school corporations are still not entitled to a vacation with pay or to a vacation allowance, no provision having been made either in this Order or in Order No. 3 (1957), the order governing vacations.

*(Continued on page 664)*



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in March about 4 per cent higher than number in February and 30 per cent above March 1957 total, statistics\* show. Claimants on "live" file decline in month

The number of initial and renewal claims for unemployment insurance benefit in March was 253,338, about 4 per cent higher than the 243,907 recorded in February and 30 per cent above the March 1957 total of 195,224.

These figures approximate the numbers of new cases of recorded unemployment among insured persons, because those separating from employment and wishing to draw benefit are required to file either an initial or a renewal claim. Invariably a certain number of initial claims are taken on behalf of persons exhausting their benefit and wishing to be considered for establishment of a subsequent benefit period. Such claims do not constitute new cases.

Reflecting usual seasonal movements, the count of persons having a claim for unemployment insurance benefit in the "live" file on March 31 declined from February 28. On March 31, a total of 859,639 persons had a claim for benefit in the live file, compared with 869,349 on February 28. On March 29, 1957 the total was 558,811. These totals include seasonal benefit claimants numbering 235,051, 209,384 and 103,414 respectively, comprising 27 per cent, 24 per cent and 19 per cent of the total claimants on the dates specified.

Thus, claimants for regular benefit having a claim in the live file declined by about 35,000 during March, whereas seasonal benefit claimants increased by some 26,000. This change in the composition of the claimant group as between regular and seasonal claimants may be attributed partly to the fact that claimants exhausting their regular benefit have payments extended under the seasonal benefit.

Claimants classed as "postal" constituted 42 per cent of total claimants on March 31 compared with 41 per cent on February 28.

### CORRECTION

The note on page 283 of the March issue referring to regular and seasonal claims and payments was incorrect as regards Table E-1, which since the new Act came into force has covered seasonal as well as regular payments during the period when seasonal benefit was applicable. Regarding Table E-3, in the past during this period the column relating to renewal claims filed covered regular claims only, while the column relating to claims disposed of as "not entitled to benefit" referred to claims for regular benefit only, without reference to whether or not such claimants were entitled to seasonal benefit. This column now shows the numbers of claimants not entitled to either seasonal or regular benefit.

Seasonal claimants on March 31 were 50 per cent postal as against 39 per cent of regular claimants in this category.

The duration of time on claim at March 31 shows considerable change in comparison with the previous month and the same month last year. The following table gives the percentage of all claims in the live file at each date according to the number of weeks continuously in the live file:

Percentage distribution of claimants by duration on the register (weeks).

	2 or less	3-4	5-8	9 and over
March 1957 ....	21	10	16	53
February 1958 ..	17	9	21	53
March 1958 ....	16	8	14	62

One in eight persons having a claim in the live file on March 31 had been continuously on claim for a period of 21 weeks

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-5 at back of book.

or over. Contiguous periods of regular and seasonal benefit do not cause a break in the cumulative count of the number of weeks on claim.

While male claimants outnumber females by about four to one, the proportion of males tends to increase with the length of time on claim. At the extreme upper category (over 20 weeks), however, the ratio of males to females is just under three to one.

Initial and renewal claims adjudicated during March numbered 250,271; of these, 224,471 were considered entitled to benefit. Initial claims adjudicated totalled 178,232, of which some 7 per cent were found to be unable to fulfil the minimum contribution requirements for either regular or seasonal benefit.

The amount of benefit paid during March was at a record level of \$72.4 million, considerably above the \$63.3 million paid out in February and about 64 per cent higher than the \$44.1 million paid out in March 1957. The average weekly payment was \$21.48 in March, \$21.51 in February and \$21.08 in March 1957.

#### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards have been issued to 5,060,167 employees who have made con-

tributions to the Unemployment Insurance Fund since April 1, 1957.

At March 31 employers registered numbered 301,516, a decrease of 623 since February 28.

#### Enforcement Statistics

During March, 5,415 investigations were conducted by enforcement officers across Canada. Of these, 3,594 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 238 were miscellaneous investigations. The remaining 1,583 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 106 cases, 13 against employers and 93 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 978\*.

#### Unemployment Insurance Fund

Revenue received in March totalled \$21,327,216.42† compared with \$18,913,645.02 in February and \$20,735,498.00 in March 1957. Benefits paid in March totalled \$72,358,172.53† compared with \$63,283,994.04 in February and \$44,103,220.14 in March 1957. The balance in the fund on March 31 was \$743,516,135.66†; on February 28 it was \$794,547,091.77 and March 31, 1957, \$874,574,651.66.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1487, April 10, 1958

**Summary of the facts:** The claimant was retired on pension by the Canadian National Railways at the age of 65.

On September 5, 1957, he filed an initial claim for benefit and on the same date applied for the dependency rate in respect of his wife, stating in effect that she had been confined to a mental hospital for the past 37 years and that he had been supporting her all that time by way of supplying her clothing and paying the hospital \$15.00 a month for her maintenance.

The superintendent of collections of the mental institution stated that the provincial daily rate for the maintenance of the claimant's wife was \$2.50, of which the claimant paid 50 cents.

The insurance officer allowed the claim but not at the dependency rate because, in his opinion, the claimant had not proved that his wife was wholly or mainly maintained by him (sections 47 (3) of the Act and 168 of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees on September 19, 1957, stating that when his wife entered the mental hospital in 1920, all he was asked to pay for her maintenance was 50 cents a day. He enclosed also receipts which showed that he had paid the hospital \$30.00 on February 1, March 20, May 21, September

\*These do not necessarily relate to the investigations conducted during this period.

†All figures given for March 1958 are subject to revision.



9, and September 18, 1957. These payments at irregular intervals were at the rate of 50c per day. In addition thereto, he submitted a letter dated March 14, 1957, from the provincial Department of Health and Public Welfare acknowledging receipt of a pair of slippers for his wife.

The board of referees, after having heard the claimant on October 4, 1957, unanimously dismissed the appeal on the grounds that while they felt very sympathetic towards the claimant, he could not be considered to be wholly or mainly supporting his wife within the meaning of the Unemployment Insurance Act.

The claimant's union appealed to the Umpire on October 23, 1957, stating that during the past 37 years the provincial government had assessed the claimant 50 cents a day for his wife's maintenance in the hospital and, in addition to this, he was required to provide her clothing and personal effects, which amounted to \$300.00 a year and that, because of these expenses and those entailed in visiting his wife every two weeks, he should be considered eligible for the dependency rate of benefit.

**Conclusions:** Paragraph 3 (a) (i) of section 47 of the Unemployment Insurance Act reads as follows:—

(3) For the purpose of this section,

(a) a person with a dependent is

(i) a man whose wife is being maintained wholly or mainly by him...

This provision is in no way ambiguous. The evidence must show that the husband pays either the whole cost of her maintenance or more than half the actual cost thereof.

The evidence adduced by the claimant shows that at no time prior to his separation from employment did the value of his contribution to his wife's support exceed one half the actual cost of her maintenance. Therefore, as the wife cannot be said to have been wholly or mainly maintained by the claimant, he was not entitled to the dependency rate of benefit. Although I share the sympathy expressed by the board of referees, I can find no valid reason to differ with its unanimous decision.

The appeal is disallowed.

#### Decision CUB-1492, April 14, 1958

**Summary of the facts:** The claimant, married, 26 years of age, filed an application for benefit at a local office of the Commission in Ontario on November 23, 1956 and registered for employment as a salesman. He stated that he had worked in this capacity for a local employer from

February 13, 1956 to November 16, 1956 and had been laid off because he was not producing enough business. The claim was allowed.

The claimant, in March 1957, moved to Alberta and his claim was transferred to a local office in that province.

On June 3, 1957, the claimant was referred to a position in his registered occupation, located some fifty miles from his home. In refusing this work, the claimant explained that he had plans to go to Ontario for a position to commence on July 1, 1957, and he was available only until that date.

In a signed statement to the enforcement officer on June 14, 1957, the claimant declared that he commenced a course at..., Alberta, on March 18, 1957, for the purpose of obtaining his matriculation and that he had been applying himself full-time to his studies. He added that there was nothing to prevent him from leaving his studies at any time in order to take work and that such had been his intention. He repeated his earlier explanation for having refused an opportunity of employment and added, "I have my car and have at all times been available for a job on the road as a salesman. My job for the summer is in Ontario."

In a statement dated June 14, 1957, the principal of the school in question explained that the claimant was taking four subjects, about half a course, and that he would be finished on June 27, 1957. He added, "In view of the lateness when he started, he is taking about half a year's work in a little less than one third of a year, it requires his full-time concentration. I don't see how he could possibly find time to do anything much outside of his steady load. All his classes are in the day, two in the forenoon and two in the afternoon, and he has had to catch up all the prior portion of the year's work in those four subjects."

On June 21, 1957, the enforcement officer reported the interview with the claimant, in part, as follows: "...He has only Grade IX, and according to his statement he came west to both seek employment and to gain an education whereby he could demand more lucrative sales positions. He is writing examinations during the current month. His religion prevents him from working on Saturdays. The religious organization which operates the college has a scholarship which is offered to students who are successful salesmen during the summer. The claimant has contracted to sell books (children's Bibles) under the sponsorship of the organization during the current

summer and he anticipates earning sufficient money to take care of his financial needs while attending the College during the 1957-1958 term."

The insurance officer disqualified the claimant from March 17, 1957, on the ground that he had not proved that he was available for work within the meaning of section 54 (2) (a) of the Act in that he was attending College on a full-time basis during normal working hours. This decision, which created an overpayment of \$286, was communicated to the claimant on June 28, 1957. The insurance officer also disqualified the claimant in the amount of \$113 under section 65 of the Act, on the ground that he had made a false statement or misrepresentation for the purpose of obtaining benefit.

From these decisions the claimant appealed to a board of referees and submitted a second statement from the principal of the college, in which he referred to his statement of June 14, 1957 and added: "My statement that if he were to handle his school work successfully because of the lateness of the time in which he started classes, that he would not be able to work at the same time is still correct. However, my statement is misleading in that I did not know that Mr. S... was ready to discontinue his class work should any work become available..."

The board of referees heard his case on August 28, 1957, and by a majority decision confirmed both disqualifications imposed by the insurance officer. From this decision the claimant appealed to the Umpire.

**Conclusions:** As has been stated in previous decisions, availability for work is not only a subjective matter which is considered in the light of the claimant's intentions and mental attitude towards accepting employment, but it is also an objective matter which must be determined in the light of his prospects for employment in relation to a certain set of circumstances beyond his control or which he has deliberately created (CUB-1138, CUB-1154 and CUB-1161).

In the present case, the claimant moved from a city with an approximate population of 155,000 to a town having an approximate population of 2,700. Almost immediately upon arrival he commenced a full-time course. Although such action was commendable and showed his eagerness to improve his future chances of obtaining employment, it considerably reduced his availability for work, which had already been restricted by the move to a small community.

The presumption of non-availability which is present when a claimant attends a full-time course of instruction has not in this case been rebutted. There is no evidence that while the claimant was attending the course of instruction, he made any effort to obtain employment, and apparently the board was not impressed by the claimant's statement that he was prepared at any time to leave the course in order to accept employment. On the contrary, the evidence, and particularly the fact that the claimant had contracted for summer work, indicate an intention to complete the course.

With regard to the disqualification imposed under section 65 of the Act, as I stated in CUB-1481, I consider that a claimant does not make a false statement or misrepresentation within the meaning of this section by certifying to availability, if as an ordinary individual he would have been justified in so regarding himself, and there is no evidence that he realized he may not have been available within the meaning of the Act.

The claimant's failure to disclose the fact of his full-time attendance at school casts grave doubt on his justification for regarding himself as available for work, but nevertheless there is doubt and it must be resolved in favour of the claimant.

On the facts before me I maintain the majority decision of the board that the claimant failed to prove that he was available for work within the meaning of section 54 (2) of the Act as of March 17, 1957 and direct that the disqualification imposed under section 65 of the Act be removed.

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## Recent Regulations

*(Continued from page 660)*

The general provisions respecting written reports and posting of orders and regulations are the same as in Order No. 39.

The provisions respecting pay statements and records, which are unchanged, are also the same as those set out in Order 39 except for a few minor details. One difference is that particulars respecting hours worked

and overtime are not required if an employee's wages are fixed on a monthly basis, or if he receives \$50 a week or more in Zone 1 or \$45 in Zones 2 and 3, whether paid by the week, month or year. Another is that municipal and school corporations must keep their records for five years instead of six.

*(Continued on page 660)*



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during April

### Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 196 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 173 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation ..	1	\$ 6,055.00
Defence Production (March Report) .....	87	993,748.00
Defence Production (April Report) .....	74	62,411.00
Post Office .....	12	227,829.21
R.C.M.P. ....	16	141,422.86

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature, and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during April

During April the sum of \$2,648.61 was collected from 11 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 113 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*St John's Nfld:* Newfoundland Engineering & Construction Co, construction of housing units, FP 6/55. *Campagetown N B:* Percy Cogswell, site improvement & planting, DND 50/54. *Saint John N B:* Fowlers Paving Ltd, site improvement & planting, FP 3/56. *Deep River Ont:* Robertson Yates Corp Ltd, construction of staff hotel, AECL 23/57. *Fort William Ont:* J H From, site improvement & planting, FP 3/55. *Hamilton Ont:* Western Ontario Landscaping & Sodding Co, site improvement & planting, FP 4/55. *Petawawa Ont:* Economy Construction Co, construction of housing units & ground services, DND 11/56. *St Thomas Ont:* Carl Schaum, site improvement & planting, FP 5/56. *Windsor & Essex Ont:* Oldecastle Nurseries, \*maintenance of lawns at various projects. *Shilo Man:* J H From, site improvement & planting, DND 3/56. *Jericho Beach B C:* Conniston Construction Co, site improvement & planting, DND 1/55.

### Department of Citizenship and Immigration

*Portage la Prairie Indian Agency Man:* Cobbe's Plumbing & Heating, installation of plumbing & heating systems in auditorium, Portage la Prairie IRS.

### Defence Construction (1951) Limited

*Summerside P E I:* John Inglis Co Ltd, supply & installation of two steam generating units. *Dartmouth N S:* Foundation Maritime Ltd, construction of three magazines bldgs. *Campagetown N B:* Newton Construction Co Ltd, construction of extension to camp ordnance railroad warehouse & outside services; Anrie Engineering Co Ltd, construction of gatehouse. *Moncton N B:* Cameron Contracting Ltd, rehabilitation & improvement to heating system, RCAF Station. *Quebec Que:* Rolland Dumont, installation of sewer mains, La Citadelle. *Barriefield Ont:* Terminal Construction Division of Henry J Kaiser Co (Canada) Ltd, construction of sports field for RCME school. *Petawawa Ont:* Leeds Bridge & Iron Works Ltd, supply & erection of structural steel for stores depot, pontoon storage bldgs, etc. *Rockcliffe Ont:* Canadian Comstock Co Ltd, replacement of underground steam lines. *Trenton Ont:* The Tatham Co Ltd, construction of breakwater, RCAF Station. *Rivers Man:* Canadian Pacific Railway Co, \*construction of railway spur. *Saskatoon Sask:* Conrad-Rawlinson Ltd, fire retardant painting of hangars & leantos, RCAF Station. *Edmonton Alta:* Poole Construction Co Ltd, construction of POL bulk storage bldg. *Ralston Alta:* A K Hansen, replacement of steps. *Wainwright Alta:* Burns & Dutton Concrete & Construction Co Ltd, installation of water storage facilities. *Chilliwack B C:* J S Johnson Ltd, construction of sewage



treatment plant & storm & sanitary sewers. *Comox B C*: A & B Construction Co Ltd, construction of control tower, RCAF Station. *Esquimalt B C*: Derry Construction Co Ltd, excavation & painting of oil pipe lines. Colwood; Petersen Electrical Construction Co Ltd, modification to primary distribution system, etc, *HMC Dockyard*. *Kamloops B C*: J H McRae Co Ltd, modifications to electrical installations in laboratories & explosive storehouses, RCNAD. *Victoria B C*: Farmer Construction Ltd, construction of parade square, Esquimalt Garrison.

### Building and Maintenance

*Greenwood N S*: Rodney Contractors Ltd, supply & installation of steel sash windows in eight hangars, RCAF Station; Municipal Spraying & Contracting Ltd, patching & surfacing of roads, RCAF Station. *Camp Gagetown N B*: Norman Phillips & Randolph Gammon, construction of Clones Bridge. *St Hubert Que*: Richelieu Paving Ltd, grading & surfacing, RCAF Station. *Camp Borden Ont*: Clairson Construction Co Ltd, construction of walks, etc, in PMQ & station areas. *Kingston Ont*: Joice-Sweanor Electric Ltd, rewiring & relighting of armouries. *Orleans Ont*: Shore & Horowitz Construction Co Ltd, installation of supplementary water supply, pumping & distribution system. *Trenton Ont*: Brant Construction Co Ltd, interior painting of PMQs, RCAF Station.

### Department of Defence Production

*St John's Nfld*: Grinnell Co of Canada Ltd, installation of sprinkler system in stores section, Bldg No 10, Buckmaster's Field. *Beaufort Basin N S*: Bryant Electric Co Ltd, installation of perimeter lighting system, RCN Magazine. *Cornwallis N S*: Canada Catering Co Ltd, catering at *HMCS Cornwallis*. *Shelburne N S*: Kenny Construction Co Ltd, construction of sports field, *HMCS Shelburne*. *Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of Bldg B-6, Vimy Barracks. *Weston Ont*: Ugolini Contracting Co Ltd, construction of sewer to service No 1 Supply Depot, RCAF Station. *Shilo Man*: Peter Leitch Construction Ltd, construction of concrete curbs, etc, Military Camp; Oswald Decorating Co, painting of bldgs. *Winnipeg Man*: Red River Construction Co Ltd, repairs to water & sewer lines, RCAF Station. *Holberg B C*: McCready Campbell Ltd, replacement of swimming pool ceiling, RCAF Station. *Kamloops B C*: Inland Painters & Decorators, waterproofing of exterior surfaces of bldgs & boiler house, Transfer Magazine, RCNAD. *Trail B C*: Kootenay Decorators, interior painting of drill hall, armouries.

### National Harbours Board

*Montreal Que*: J G Fitzpatrick Ltd, construction of mess hall, Jacques Cartier Barracks. *Vancouver B C*: Northland Machinery Supply Co Ltd, supply & installation of grain cleaner, elevator No 4. *North Vancouver B C*: Northcoast Forest Products Ltd, installation of concrete culvert, Moodyville.

### National Research Council

*Ottawa Ont*: J E Copeland Co Ltd, construction of extension to bldg M-3, Montreal Road Laboratories; Paul Daoust Construction Ltd, construction of extension to bldg M-13A, Montreal Road Laboratories; Malloff Ltd, construction of foundations to extend bldg M-6, Montreal Road Laboratories.

### Department of National Revenue

*Coulter Man*: G L Holmes, alterations to customs-excise bldg. *Estevan Sask*: F A France Construction Co Ltd, alterations to customs-excise bldg. *Marienthal Sask*: Louis P Marcotte, alterations to customs-excise bldg. *Treelon Sask*: Swift Construction Co Ltd, alterations to customs-excise bldg. *Wild Horse Alta*: Remington Construction Co Ltd, alterations to customs-excise bldg.

### Department of Public Works

*Bay de Verde Nfld*: Chisholm Construction Co Ltd, breakwater reconstruction. *Harbour Grace Nfld*: Babb Construction Ltd, construction of wharf. *Valleyfield Nfld*: Cameron Contracting Ltd, reconstruction of shed. *Souris P E I*: Edward MacCallum, extension of landing. *Summerside P E I*: R T Morrison Co, extension of heating system to east shed, railway wharf. *Vernon River P E I*: Edward MacCallum, wharf extension. *Amherst N S*: Sherman MacKay, alterations & repairs to federal bldg. *Barrington*

*Passage N S:* Arenburg Construction Co Ltd, construction of federal bldg. *Carleton Village N S:* Mosher & Rawding Ltd, construction of breakwater. *Cape Breton Highlands National Park N S:* Diamond Construction (1955) Ltd, construction of bituminous stabilized base course, mile O-15, Cabot Trail. *Dartmouth N S:* The Fundy Construction Co Ltd, construction of marine stores bldg. *Whale Cove N S:* Mosher & Rawding Ltd, construction of breakwater-wharf. *Island River N B:* Comeau & Savoie Construction Ltd, harbour improvements. *Richibucto N B:* Price Construction Ltd, wharf extension. *St Mary's N B:* Modern Construction Ltd, breakwater repairs, Shippigan Island. *Hull Que:* Stanley G Brookes, electrical improvements, Animal Health Station. *Montreal Que:* Allied Building Services Ltd, cleaning interior of customs examining warehouse; S & M Melnyk Landscape Reg'd, removal of garbage & ashes from various bldgs. *Sept Iles Que:* Gulf Maritime Construction Ltd, construction of wharf. *Arnprior Ont:* Adam Laird, alterations to control centre, Bldg No 8, Civil Defence College. *Brantford Ont:* Leo Welkovies Construction, construction of New Credit Central Indian day school No 5, Six Nations Indian Agency. *Chatham Ont:* Wm L Green, interior alterations to federal bldg. *Forest Ont:* Ross Urquhart Construction Co Ltd, construction of addition & alterations to federal bldg. *Hespeler Ont:* Albin Spenner, construction of addition & alterations to federal bldg. *Ottawa Ont:* The Ontario Building Cleaning Co Ltd, restoration of terra cotta facing, Norlite Bldg; Canadian Ice Machine Co Ltd, supply & installation of refrigeration condenser & chiller for animal wing, Food & Drug Laboratory, Tunney's Pasture; Douglas Bremner Construction Ltd, installation of coal handling system, etc, heating plant, Cartier Square; A Lanetot Construction Co Ltd, alterations & electrical work, No 4 Bldg; Edge Ltd, supply & installation of hot water tank, etc, National Museum; Rene Cleroux, supply & installation of hot water storage tanks, etc, "C" Bldg, Cartier Square; Shore & Horwitz Construction Co Ltd, alterations to third & fourth floors, Metcalfe Bldg; Shore & Horwitz Construction Co Ltd, installation of elevator & shaft alterations, East Block, Parliament Bldgs; Unida Plumbing & Heating, alterations to plumbing system, Dominion Bureau of Statistics; J R D'Aoust Reg'd, alterations at RCMP headquarters bldg. *Peterborough Ont:* R S Blackwell & Co Ltd, installation of industrial wired television in Post Office area, Federal Bldg. *Sault Ste Marie Ont:* McLarty Bros & Brodie, construction of floating fenders. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of headerhouse, Science Service Laboratory. *Regina Sask:* Bird Construction Co Ltd, construction of three inspectors' residences for RCMP. *White-wood Sask:* Bird Construction Co Ltd, construction of federal bldg. *Banff National Park Alta:* Mannix-O'Sullivan Paving Co, construction of bituminous stabilized base course, mile 29.5-mile 51, Trans-Canada Highway. *Calgary Alta:* Williams Bros, interior painting of customs bldg. *Coleman Alta:* Holte & Nordlund Construction, construction of post office bldg. *Youngstown Alta:* Seland Construction, construction of post office bldg. *Campbell River B C:* Fraser River Pile Driving Co Ltd, harbour improvements. *Comox B C:* A V Richardson Ltd, construction of federal bldg; Fraser River Pile Driving Co Ltd, breakwater repairs. *Fairview Bay B C:* Saanich Plumbing, installation of electrical outlets on public floats. *Harrison Hot Springs B C:* G & M Construction Ltd, construction of breakwater. *Kelsey Bay B C:* Vancouver Pile Driving & Contracting Co Ltd, harbour improvements. *Kootenay National Park B C:* Dawson, Wade & Co Ltd, construction of bituminous stabilized base course, mile 32-44, Banff-Windermere Highway. *Yoho National Park B C:* Thode Construction Ltd, construction of bituminous stabilized base course, mile 12.0-mile 28.4, Trans-Canada Highway. *Peace Point to West Boundary Wood Buffalo National Park N W T:* Yukon Construction Co Ltd, clearing of brush.

### Contracts Containing the General Fair Wages Clause

*Goose Bay Labrador:* Royal Canadian Air Force, alterations to bldgs. *Bonavista Nfld:* Babb Construction Ltd, dredging. *Bailey's Brook N S:* R A Douglas Ltd, dredging. *Dingwall N S:* Maritime Dredging Ltd, dredging. *Port Hawkesbury N S:* Port Hawkesbury Marine Railway Co Ltd, repairs to Dredge PWD No 18 & Scows No 179 & No 181. *Buctouche N B:* Denis LeBlanc & Roger LeBlanc, dredging. *Milltown N B:* J R Armstrong, repairs to tower clock, federal bldg. *Asbestos Que:* Ernest Frechette & Fils, alterations to federal bldg. *Hull Que:* Gaston Lavoie Construction Co, alterations to Connor Bldg. *Montreal Que:* The Pestroy Co Ltd, pest extermination in federal bldgs; Automatic Venetian Blind Laundry Ltd, cleaning of venetian blinds in federal bldgs; A Girard Ltee, alterations at 1643 Delorimier St; Canadian Vickers Ltd, construction of dipper arm for Dredge No 130. *Quebec Que:* Clement Monfette Service, electrical repairs at Governor General's quarters. *Sorel Que:* Theode Robidoux Inc, dredging. *Chatham Ont:* Wm L Green, repairs to UIC Bldg. *Collingwood Ont:* T W Scrannage,



interior painting of federal bldg. *Listowel Ont*: Lloyd Siddal, interior painting of federal bldg. *Oshawa Ont*: McNamara Construction Co Ltd, dredging. *Ottawa Ont*: A P Green Fire Brick Co Ltd, repairs to East Block; Edgar Dagenais, alterations to Militia Stores Bldg; Stanley G Brookes, electrical repairs, Norlite Bldg; J C Robinson & Sons, installation of air conditioning, 45 Spencer St; Presley Painting & Decorating, painting & decorating at Tunney's Pasture; J R D'Aoust Reg'd, alterations to No 4 Temporary Bldg; West Disinfecting Co, deodorizing of various bldgs; Edge Ltd, repairs to plumbing, Connaught Bldg; Ottawa Iron Works Ltd, repairs to fire escapes, Elgin Bldg; Marcel Jacques, repairs to No 8 Temporary Bldg; Shore & Horwitz Construction Co, alterations to bldg, Booth St. *Port Arthur Ont*: J P Porter Co Ltd, dredging. *Port Burwell Ont*: Holden Sand & Gravel Ltd, dredging. *Port Hope Ont*: McNamara Construction Co Ltd, dredging. *Whitby Ont*: McNamara Construction Co Ltd, dredging. *Williamsburg Ont*: Schutte's Sash & Door Factory, repairs to counter. Post Office. *Wingham Ont*: The Wallpaper Shop, repairs to & painting of federal bldg. *Winnipeg Man*: Ben F Klassen, repairs to floor, Commercial Bldg. *Saskatoon Sask*: Little Borland Co Ltd, installation of partitions, UIC Bldg; W C Wells Construction, repairs to window, old Post Office bldg. *Edmonton Alta*: R S Miller Painting & Decorating, interior painting of Massey-Harris Bldg. *Vancouver (False Creek) B C*: Vancouver Pile Driving & Contracting Co Ltd, dredging.

### Department of Transport

*Belle Isle Nfld*: Newhook & Morgan Engineering Ltd, construction of storage bldg & related work. *Torbay Nfld*: Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, installation of airport lighting system. *Halifax N S*: The Ellis-Don Ltd, construction of air terminal bldg, Halifax International Airport. *Trenton N S*: Warren Maritimes Ltd, additional airport development. *Lauzon Que*: Geo T Davie & Sons Ltd, \*conversion of DOT No 54 to combined bulk fuel & dry cargo vessel. *Montreal Que*: Douglas Bremner Construction Ltd, construction of District Stores & Northern Shipping Bldg & temporary boiler house at Dorval Airport. *Sherbrooke Que*: Boutin & Freres Enrg, additional airport development. *Toronto Ont*: Dineen Construction Ltd, alterations to apron bldg, Malton Airport; Toronto Dry Dock Co Ltd, \*construction of two non-powered steel barges. *Fort Churchill Man*: Matheson Bros Ltd, construction of tower bases & anchors. *Broadview Sask*: G A Holloway, installation of heating system in RR Bldg. *Regina Sask*: Terminal Construction, Division of Henry J Kaiser Co (Canada) Ltd, additional airport development; Northwest Electric Co Ltd, construction of airport lighting facilities. *Calgary Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of raytheon AASR site & related work at airport. *Abbotsford B C*: Columbia Bitulithic Ltd, additional airport development. *Port Hardy B C*: Blakeburn Construction Ltd, additional airport development.

### Recent Regulations

(Continued from page 654)

#### Order 4 (1957), General Order

Order 4 (1957), the general minimum wage order governing the majority of unorganized workers in the province, was amended by a new provision adding telephone exchanges in Zone 3 to the list of establishments without a regular work week. This means that telephone operators and other persons employed in such places will not be entitled to overtime, which under the Order is obligatory only in establishments with a fixed work week.

#### Correction

In the article on provincial minimum wage orders in the April issue, the sentence beginning at the end of line 23, column 2, page 369 was incorrect. It should read: "A provision in the Employment Standards Act provides that if an employee works on one of the seven named holidays he is to be paid at the rate of one and one-half times his regular rate."

A 1958 amendment to the Act makes it clear that this provision applies throughout the province, not only in urban areas.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, May 1958

The consumer price index (1949=100) declined a slight 0.1 per cent from 125.2 to 125.1 between April and May 1958, to halt the succession of increases that occurred in the first four months of this year\*. The index stands 3.3 per cent above the May 1957 level of 121.1.

An easing in the food index combined with a lower household operation component proved more important than increases in the shelter, clothing and other commodities and services indexes.

The food index registered a decrease of 0.6 per cent from 123.4 to 122.7, as lower prices for eggs and potatoes combined with smaller decreases for some imported fresh vegetables, oranges, coffee, processed cheese and evaporated milk. Sugar prices continued to drift lower and now stand 2 cents per pound below the peak of a year ago. Beef and pork prices continued to advance, particularly beef, with all cuts up more than 2 cents per pound, and sirloin steak touching 95 cents. In contrast to lower prices for oranges, grapefruit prices rose almost 10 per cent.

The decline in the household operation index from 121.3 to 120.7 resulted largely from price declines in both domestic coal and fuel oil. Price increases, all of moderate proportions, were scattered across a wide range of items including dishes, ice, lawnmowers and insurance on household effects.

The shelter index increased from 137.6 to 137.9, with an increase in the home-ownership component again more significant than one in rents. The former reflected, in addition to advances in repairs and replacement, higher fire insurance rates on dwellings.

A rise in the clothing index, from 109.8 to 110.0, resulted mainly from increases in women's rayon and cotton street dresses and women's suits. Boy's T-shirts and sport shirts and men's windbreakers were up from the previous month's level. Shoe prices were unchanged.

A sharp increase of almost 12 per cent in automobile insurance rates, together with higher prices for theatre admissions, local transportation fares, men's and women's hairdressing, moved the other commodities and services index from 130.1 to 130.6. New

passenger car prices remained almost unchanged.

Group indexes one year earlier (May 1957) were: food 116.7, shelter 134.2, clothing 108.5, household operation 119.2, and other commodities and services 126.3.

## City Consumer Price Indexes, April 1958

Consumer price indexes (1949=100) rose in all ten regional cities between the beginning of March and April 1958. Increases ranged from 0.4 per cent in Saint John to 1.1 per cent in St. John's.\*\*

Sharp rises in food indexes in all ten cities were mainly responsible for most of the changes in the total indexes, with more moderate increases in other commodities and services indexes also contributing. Higher prices were general for beef, fresh pork, eggs, fresh fruits and vegetables, particularly oranges, grapefruit, potatoes, lettuce and tomatoes. Sugar prices continued to decline and coffee and ham were also lower. Doctors', dentists' and optical care fees were higher in most cities, with prepaid health care up in several western cities.

Regional consumer price index point changes between March and April were as follows: Vancouver +1.3 to 125.8; St. John's +1.2 to 111.9†. Winnipeg +0.9 to 123.3; Edmonton-Calgary +0.9 to 121.3; Halifax +0.8 to 123.5; Toronto +0.7 to 128.9; Montreal +0.6 to 125.6; Ottawa +0.6 to 125.7; Saskatoon-Regina +0.6 to 121.7; Saint John +0.5 to 125.4.

## Wholesale Prices, April 1958

In April, for the first time since November 1957, the general wholesale price index (1935-39=100) eased off, decreasing a fractional 0.1 per cent from 228.1 to 227.9. It now stands 0.3 per cent lower than it was a year ago.

Although six of the eight groups were lower, two of these, non-ferrous metals and non-metallic minerals, were largely responsible for the downward movement. On the other hand, animal products and chemical products advanced.

Non-ferrous metals moved down 1.4 per cent from 167.6 to 165.3 and non-metallic minerals slipped by the same percentage

\*See Table F-1 at back of book.

\*\*See Table F-2 at back of book.

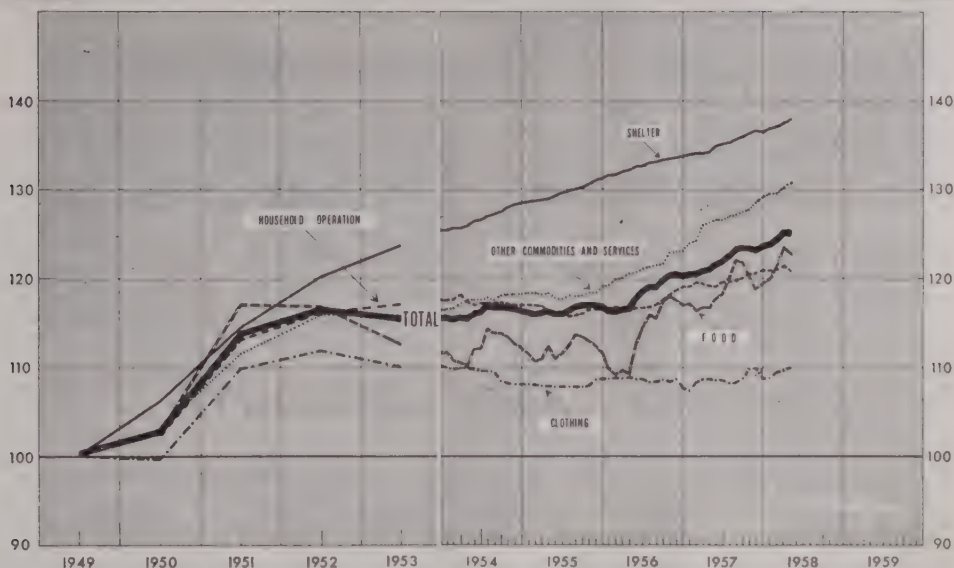
†On base June 1951=100.



# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



Yearly Averages

Monthly Indexes

from 190.8 to 188.1. In the former, aluminum and lead showed noteworthy decreases of 8 per cent in the face of increased supplies on international markets; 10 per cent lower coal prices were the main cause of the downward movement of the non-metallic minerals group.

The vegetable products group index declined 0.6 per cent from 199.7 to 198.6 the textile products group index, 0.1 per cent from 230.8 to 230.5; wood products, 0.4 per cent from 298.5 to 297.4; and iron and steel products, 0.3 per cent from 252.4 to 251.7.

Animal products continued to rise for the fifth successive month, from 247.8 to 253.1. The rate of increase, 2.1 per cent, exceeded the March over February increase of 1.1 per cent.

The chemical and allied products index climbed 0.2 per cent from 182.6 to 182.9.

**The index of farm product prices** at terminal markets advanced slightly between March and April from 220.6 to 222.7. For animal products, a gain of 2.6 per cent from 272.9 to 279.9 was chiefly caused by moderate price increases for most livestock items. In field products, the index decline of 1.7 per cent from 168.3 to 165.5 was due almost entirely to the drop in Eastern potatoes from the scarcity prices in effect in March.

**The residential building materials price** index (1949=100) rose 0.1 per cent to 126.9 from 126.8 between March and April. The non-residential building materials index

(1949=100) declined 0.5 per cent to 129.4 from 130.0 between March and April.

## Wholesale Prices, March 1958

The general wholesale price index (1935-39=100) for March advanced for the fourth consecutive month, moving up 0.2 per cent to 228.1 from 227.7 in February. The index in March last year stood at 228.4.

An increase of 1.1 per cent in vegetable products and 0.8 per cent in animal products accounted for practically all the change from February. Four of the other component groups were slightly lower, one remained unchanged, and the other was negligibly higher.

The vegetable products index rose to 199.7 from 197.5; the animal products index to 247.8 from 245.7.

Textile products group recorded the lone significant decrease from a month earlier, the index falling 1.1 per cent to 230.8 from 233.4. The wood products group eased 0.3 per cent to 298.5 from 299.4 in February, non-ferrous metals 0.3 per cent to 167.6 from 168.1, and chemical products 0.2 per cent to 182.6 from 183.0.

The iron products group remained unchanged at 252.4.

**The index of farm product prices** at terminal markets (1935-39=100) rose from 214.0 to 220.6 between February and March. Animal products advanced from 268.4 to 272.9, field products from 159.6 to 168.3. Both regional indexes showed rises, as the

Eastern series changed from 232.6 to 243.8 and the Western index from 195.3 to 197.4.

The building material prices indexes were up slightly on balance between February and March. The residential building materials index (1935-39=100) edged up one tenth of 1 per cent from 288.9 to 289.1\* while the non-residential series (1949=100) remained the same at 130.0.

#### U.S. Consumer Price Index, April 1958

Entirely as a result of higher food prices, the United States consumer price index

(1947-49=100) rose 0.2 per cent between mid-March and mid-April, advancing from 123.3 to 123.5.

#### U.K. Index of Retail Prices, April 1958

Higher food prices were mainly responsible for a rise of almost two points, from 108.4 to 110.0, in the United Kingdom index of retail prices (Jan. 17, 1956=100) between mid-March and mid-April. In the previous month, the index had risen four fifths of a point, from 107.6.

## STRIKES AND LOCKOUTS

### April 1958

During April, 32 work stoppages were in progress, involving an estimated time loss of more than 122,000 man-days. This was approximately 10,000 fewer man-days than resulted from the 39 stoppages recorded during the preceding month.†

More than half the total time loss during April was caused by a dispute involving 3,000 workers in the construction industry in British Columbia, which resulted in a time loss of 63,000 man-days during the month. Since it began March 4, this dispute caused a total time loss of 124,000 man-days; it ended April 30.

Of the 32 work stoppages during April, 13 involved 100 or more workers; five of the 13 were in progress before the beginning of the month and eight began during April. At the end of the month, only four stoppages involving 100 or more workers were still in progress.

\*When arithmetically converted to a 1949 base comparability with the non-residential index, the index rose from 126.7 to 126.8.

†Table G-1 at the back of this issue compares, on a monthly basis, the number of strikes and lockouts in existence during 1958 and 1957. The approximate number of workers involved and the time loss resulting are also compared on a monthly basis and the number of strikes and lockouts beginning during each month is indicated.

Table G-2 deals more specifically with the stoppages involving 100 or more workers in existence during April 1958. The approximate time loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and the industries in which they occurred.

On an industry basis, the highest time loss was recorded in construction (see Table 1), owing to the dispute in British Columbia. Also because of this dispute, British Columbia was the province showing the highest time loss for the month (see Table 2).

TABLE 1—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY INDUSTRY, APRIL 1958

Industry	No. of Strikes	No. of Workers	Time Loss
Mining .....	5	3,974	13,570
Manufacturing .....	12	1,015	13,320
Construction .....	7	4,225	66,755
Transportation .....	4	2,223	23,970
Trade .....	2	24	275
Service .....	2	503	4,580

TABLE 2—NUMBER OF STRIKES, WORKERS AND TIME LOSS INVOLVED, BY PROVINCE, APRIL 1958

Province	No. of Strikes	No. of Workers	Time Loss
Quebec .....	4	432	8,805
Nova Scotia .....	5	3,974	13,570
Ontario .....	16	1,179	9,825
British Columbia .....	6	4,265	67,020
More than 1 province	1	2,114	23,250

Work stoppages were also reported from Nova Scotia, Quebec and Ontario and one dispute involved workers of the same company in four provinces.

In April, as in the preceding month, Ontario had the largest number of work stoppages. Most of these, however, involved only small numbers of workers and caused a relatively small time loss. Large numbers of workers were involved in the work stoppages in the Nova Scotia mining industry, but nearly all were of short duration.



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applicants for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 118

## Annual Reports

1. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Report of the Director of Canadian Vocational Training for the Fiscal Year ending March 31, 1957.* Ottawa, Queen's Printer, 1957. Pp. 20.

2. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31st, 1957.* Fredericton, 1957. Pp. 52.

3. NEW YORK (STATE) STATE LABOR RELATIONS BOARD. *Twentieth Annual Analysis of Decisions for the Year ended December 31st, 1956.* Albany, 1956. Pp. 121.

4. NEW ZEALAND. DEPARTMENT OF STATISTICS. *Report on Prices, Wages, and Labour Statistics of New Zealand for the Year 1956.* Wellington, Government Printer, 1957. Pp. 102.

5. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report, Fiscal Year ended March 31, 1957.* Halifax, Queen's Printer, 1957. Pp. 71.

6. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Tenth Annual Report, Fiscal Year 1957.* Washington, G.P.O., 1958. Pp. 67.

7. U.S. RAILROAD RETIREMENT BOARD. *Annual Report, 1957, for the Fiscal Year ended June 30.* Washington, G.P.O., 1958. Pp. 190.

## Apprenticeship

8. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Apprenticeship and Training Standards for Draftsmen developed and adopted by the American Federation of Technical Engineers and recognized by Bureau of Apprenticeship and Training.* Washington, G.P.O., 1957. Pp. 23.

9. WILLIAMS, GERTRUDE (ROSENBLUM). *Recruitment to Skilled Trades.* London, Routledge & Kegan Paul, 1957. Pp. 216.

An attempt to assess the present position of apprenticeship in the building, motor vehicle retail and repair, printing, shipbuilding and ship-repairing, iron and steel, iron foundry and engineering industries in Great Britain.

## Automation

10. BITTEL, LESTER R. *Practical Automation; Methods for increasing Plant Productivity,* by Lester R. Bittel, Morley C. Melden, and Robert S. Rice. New York, McGraw-Hill, 1957. Pp. 376.

"Material for this book has been selected with a view towards (1) defining the problems you'll encounter when installing automation and (2) providing a variety of ideas to stimulate your action toward the solution of these problems." There are 159 cases of practical automation reported.

11. DREHER, CARL. *Automation: What it is, How it works, Who can use it.* Illustrated by Herb Lebowitz. 1st ed. New York, Norton, 1957. Pp. 128.

This book "explains the new theory of communication on which automation is based, gives a run-down on the history of the subject, describes methods and applications, and suggests the effects on men and on society."

12. GOODMAN, LEONARD LANDON. *Man and Automation.* Harmondsworth, Eng., Penguin Books, 1957. Pp. 286.

Examines the social, economic and organizational aspects of automation. Partial Contents: The Machine Tool. Data Processing. Automation in Commerce. Automation in Industry. The Machine-Tool Industry and Automation. Labour and Automation. Redundancy. The Impact of Automation on the Job. Change and the Unions. Management and Automation. Technological Education. Economic and Social Implications of Automation.

## Canada's Economic Prospects

13. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Skilled and Professional Manpower in Canada, 1945-1965.* Hull, Queen's Printer, 1957. Pp. 106.

A Study prepared for the Royal Commission on Canada's Economic Prospects.

Partial Contents: Employment Trends and Labour Shortages. Sources of Specialized Manpower. The Outlook for Specialized Manpower, 1956-65.

14. CANADA. ROYAL COMMISSION ON CANADA'S ECONOMIC PROSPECTS. *Final Report.* November, 1957. Ottawa, Queen's Printer, 1958. Pp. 509.

Contents: Introduction: The Prospects before us. The World Environment. Canada and the United States. The Prospects for World Trade. Agriculture. Fisheries. Forestry. Mining and Mineral Processing. Second-

ary Manufacturing Industry. The Service Industries. Transportation. Housing and Social Capital. Productivity and Output. The Changing Structure of the Canadian Economy. Domestic Saving and Foreign Investment in Canada. Problems of the Atlantic Provinces and the North. The Role of Government.

### Civil Service

15. EDITORIAL RESEARCH REPORTS. *Unionization of Public Employees*, by William A. Korn. Washington, 1957. Pp. 505-522.

Describes the number of federal, state and municipal workers, the extent of union organization of public workers, and the handicaps of unions of public employees.

16. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Study of Manpower Utilization and Personnel Management in the Federal Government; Interim Report*. Washington, G.P.O., 1956. Pp. 172.

Some recommendations of the subcommittee are:

1. All federal departments and agents should set up efficient manpower reporting systems;
2. The executive branch working through the Bureau of the Budget should try to eliminate overlapping and duplication among departments and agencies;
3. A study should be made of the use of engineers and scientists in Government;
4. A study should be made of legislation needed to control the use of manpower in Government.

17. U.S. CONGRESS. SENATE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Salaries of Federal Employees. Hearings before a Subcommittee of the Committee on Post Office and Civil Service, United States Senate, Eighty-Fifth Congress, First Session, on S. 27, S. 734, and S. 1326, Bills for Increase in Compensation schedules...* Washington, G.P.O., 1957. Pp. 323, Hearings held May 20-27, 1957.

The Subcommittee on Federal Employees Compensation of the Senate Committee on Post Office and Civil Service held hearings on three bills whose purpose was to increase the salaries of civil servants.

18. U.S. CONGRESS. SENATE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Union Recognition. Hearings before the Committee on Post Office and Civil Service, United States Senate, Eight-Fourth Congress, Second Session, on S. 3593, a Bill to amend Section 6 of the Act of August 24, 1912, as amended, with Respect to the Recognition of Organizations of Postal and Federal Employees*. May 15, 24, and June 14, 1956. Washington, G.P.O., 1956. Pp. 371.

The bill under consideration would provide official recognition of postal and federal employee organizations in their dealings with senior officials in their particular agencies.

### Commissions of Enquiry

19. CANADA. ROYAL COMMISSION ON EMPLOYMENT OF FIREMEN ON DIESEL LOCOMO-

TIVES IN FREIGHT AND YARD SERVICE ON THE CANADIAN PACIFIC RAILWAY. *Report*. Ottawa, Queen's Printer, 1958. Pp. 38.

The Royal Commission was set up to look into and report upon a dispute between the Brotherhood of Locomotive Firemen and Enginemen and the CPR. The Company had proposed dispensing with the employment of firemen on diesel locomotives in freight and yard service and abolishing "arbitrary" and "mountain differential" payments.

20. GREAT BRITAIN. COMMITTEE ON ADMINISTRATIVE TRIBUNALS AND ENQUIRIES. *Report*. London, H.M.S.O., 1957. Pp. 115.

The Committee had these terms of reference: "To consider and make recommendations on: (a) The constitution and working of tribunals other than the ordinary courts of law, constituted under an Act of Parliament by a Minister of the Crown or for the purposes of a Minister's functions. (b) The working of such administrative procedures as include the holding of an enquiry or hearing by or on behalf of a Minister on an appeal or as the result of objections or representations, and in particular the procedure for the compulsory purchase of land."

### Congresses and Conventions

21. CANADIAN TEACHERS' FEDERATION. *Minutes (of the) Thirty-Fifth Conference, Fredericton, New Brunswick, August 14 to 18, 1956*. Ottawa, 1956. Pp. 42, 3.

22. CONFEDERATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-verbal, Trente-sixième session du congrès de la C.T.C.C., Québec, P.Q., 1957*. Québec, 1957. Pp. 271.

23. CONFEDERATION GÉNÉRAL DU TRAVAIL. *Trente-et-unième Congrès National D'Ivry, 16-21 Juin, 1957. Compte rendu in extenso de débats*. Paris, 1957. Pp. 481.

24. LABOUR PARTY (GREAT BRITAIN). *Report of the 56th Annual Conference held in... Brighton, September 30 to October 4, 1957*. London, 1957. Pp. 243.

25. NEW BRUNSWICK FEDERATION OF LABOUR. *Official Proceedings of the 44th Annual Convention, Moncton, N.B., August 27th, 28th, 1956*. Saint John, 1956. Pp. 83.

### Economic Conditions

26. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *The National Economy in Review; Balanced Economic Growth needed*. Washington, 1957. Pp. 27.

27. HANSEN, ALVIN HARVEY. *The American Economy*. New York, McGraw-Hill, 1957. Pp. 199.

Most of this book consists of lectures delivered at the University of Chicago in May 1956.

Contents: "Low Pressure" versus "High-Pressure" Economics. The American Economy on the March. Monetary Policy in an Advanced Economy. Recent Monetary Issues. The Magna Carta of Economic Planning. The Employment Act of 1946 under Truman. The Employment Act under the Eisenhower Administration. Standards and Values in a



Rich Society. Keynesian Thinking and the Problems of our Time.

## Education

28. BARKIN, SOLOMON. *Labor Views of Secondary Education's Goals*. New York, 1957. Pp. 40-50.

29. WOODSIDE, WILLSON. *The University Question. Who should go? Who should pay?* Foreword by F. Cyril James. Toronto, Ryerson Press, 1958. Pp. 199.

Partial Contents: Who should go to College? Scholarships and Bursaries. Planning for Expansion. The Role of the Junior College. More Technical Institutes. Staffing the Universities. Financing the Universities. Industry and the Universities. Quebec is Different.

30. WORLD CONFEDERATION OF ORGANIZATIONS FOR THE TEACHING PROFESSION. *Annual Report including a Summary of Proceedings of the Assembly of Delegates, Frankfurt/Main, Germany, August 2-9, 1957*. Washington, 1958. Pp. 88.

## Employment Management

31. AMERICAN MANAGEMENT ASSOCIATION. *Justifying the Personnel Program: Costs, Budgets, Evaluation*. New York, 1954. Pp. 51.

Contents: How the Personnel Program pays off, by Walter H. Powell. Evaluating and reporting Personnel Functions, by Seward H. French. Controlling and measuring Personnel Costs, by E. W. Dyer. How to present the Personnel Budget, by Howard M. Dirks. An Organized Approach to Cost Reduction: Attitudes, Teamwork, Training, by Albert H. Gates.

32. AMERICAN MANAGEMENT ASSOCIATION. *Organizing the Personnel Function Efficiently; Two Company Histories*. New York, 1954. Pp. 34.

Reviews personnel policies of two companies, Sealed Power Corporation and Daystrom, Incorporated.

33. INTERNATIONAL LABOUR OFFICE. *Organization of Occupational Health Services in Places of Employment*. Sixth item on the agenda. Geneva, 1957-1958. 2 Volumes.

At head of title: Report 6 (1)-(2). International Labour Conference. 42nd Session, Geneva, 1958.

Part 1 contains a preliminary report on law and practice in the various countries regarding organization of occupational health services in places of employment, along with a questionnaire on the subject, which was sent to Member Governments. Part 2 contains replies and observations on the subject from 48 countries, and proposed Conclusions based on the replies.

34. YODER, DALE. *Personnel Management and Industrial Relations*. 4th ed. Englewood Cliffs, N.J., Prentice-Hall, 1956. Pp. 941.

Partial Contents: Job Analysis. Staffing: Sources and Recruitment. Staffing: Selection. Interviewing, Testing, and Induction. Training in Employment. Supervisory Training and Management Development. Contract Negotiation and Administration. Wage and

Salary Administration. Personnel Rating. Promotion, Transfer, and Separation. Employee Benefits and Services. Employee Morale. Employment Communications.

## Industrial Relations

35. AMERICAN MANAGEMENT ASSOCIATION. *People at Work: the Human Element in Modern Business; Some Principles and Practices in Industrial Human Relations*. New York, c1957. Pp. 195.

Partial Contents: Management Approaches to Racial Integration in Industry. Management's Stand against the Master Contract. Are Personnel Policies Different in a Non-Union Plant? Wages, Prices and Productivity in the Postwar Period, by Ewen Clague. The Guide Chart-Profile Method of Job-Man Evaluation. Job-Man Matching Systems for Engineers and Technical Personnel. The Executive in Fiction: a Symposium.

36. GITLOW, ABRAHAM LEO. *Labor Economics and Industrial Relations*. Homewood, Ill., R.D. Irwin, 1957. Pp. 724.

Some of the topics dealt with are: the labor force, American unionism, collective bargaining, wage theories, wage supplements, technological change unemployment, unemployment alleviation, hours of work, and workmen's compensation.

37. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Union-Management Relations in Italy: Some Observations*, by Ross Stagner. Urbana, 1957. Pp. 15.

Because of unemployment, union weakness and collective bargaining on a nation-wide scale rather than a local level, unions are not always able to deal successfully with employers.

38. JAMIESON, STUART MARSHALL. *Industrial Relations in Canada*. Toronto, Macmillan, 1957. Pp. 144.

Contents: Economic and Social Setting. Origin and Growth of the Canadian Labour Movement. Structure, Government, and Policies of Canadian Unionism. Government Policy.

39. KERR, CLARK. *Productivity and Labour Relations*. Berkeley, University of California, Institute of Industrial Relations, 1957. Pp. 35.

The author points out that "industrial relations patterns are both affected by and effect the pace of work". He shows the relationship between productivity and industrial relations.

## International Agencies

40. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *At Work for Europe; an Account of the Activities of the Organization for European Economic Co-operation*. 4th ed. Paris, 1957. Pp. 139.

41. UNITED NATIONS. DEPARTMENT OF PUBLIC INFORMATION. *United Nations work for Human Rights*. 2d ed. New York, 1957. Pp. 35.

## Labour Organization

42. CALIFORNIA. DEPARTMENT OF INDUSTRIAL RELATIONS. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California, 1956; a Report on Union Membership, Negotiated Pension Plans*. San Francisco, 1957. Pp. 51.

43. CAREY, JAMES BARRON. *Trade Unions and Democracy; a Comparative Study of U.S., French, Italian, and West German Unions*, by James B. Carey and others, and a Statement by the NPA Labor Committee on National Policy. Washington, National Planning Association, 1957. Pp. 90.

The following topics are discussed with relation to each of the four countries: union growth and ideologies, union structure, labor legislation and relations to government, collective bargaining with management, and the current status of unions.

44. FITCH, JOHN ANDREWS. *Social Responsibilities of Organized Labor*. 1st ed. New York, Harper, 1957. Pp. 237.

Partial Contents: The Concept of Social Responsibility. The Essential Nature of Trade Unionism. Union Objectives. Collective Bargaining. Strikes. The Demand for Union Security. Nonbargaining Functions of Unions. The Union and its Members. Union Policy on Membership. Unions and Management. Organized Labor and the Public.

45. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Personality Variables and Role in a Union Business Agent Group*, by Hjalmar Rosen and R. A. Hudson Rosen. Urbann, 1957. Pp. 131-136.

"This paper is a report on certain personality characteristics found in a group of union business agents, and a discussion of their possible implications, in terms of both the nature of the business agent's role and the possibility of predicting success of individuals in the business agent status."

46. MYERS, JAMES. *What do you know about Labor?* By James Myers and Harry W. Laidler. New York, J. Day Co., 1956. Pp. 301.

Partial Contents: The Story of Labor in America, 1800-1937. The Story of Organized Labor, 1937-1956. Structure and Functions of Trade Unions. Union Contracts and Daily Relations. Strikes and How to prevent them. "Right to work" Laws. The Guaranteed Annual Wage. Union Welfare Funds. Labor and Education.

47. U.S. NATIONAL LABOR RELATIONS BOARD. *A Guide for Labor Organizations to the Filing Requirements of the Labor Management Relations Act, 1947, Section 9 (f), (g), and (h)*. Washington, G.P.O., 1957. Pp. 30.

Certain registration and financial reports, and non-Communist affidavits signed by union officers must be filed each year by any labor organization which wishes to use the services of the National Labor Relations Board. These reports and affidavits have to be filed so that the labor organization can bring charges of unfair labor practices

before the Board, or obtain a representation election, or make a legal union-security agreement (such as union-shop or maintenance-of-membership).

## Labouring Classes

48. INTERNATIONAL LABOUR OFFICE. *Discrimination in the Field of Employment and Occupation*. Fourth item on the agenda. Geneva, 1957-1958. 2 Volumes.

At head of title: Report 4 (1)-(2). International Labour Conference. 42nd session, Geneva, 1958.

Part 1 contains texts of a proposed Convention and a Proposed Recommendation sent to Member Governments of the ILO. The texts were based on conclusions adopted at the 40th Session of the International Labour Conference in Geneva in June 1957. Part 2 summarizes and analyzes the replies of 47 countries. It also contains English and French versions of the proposed texts.

49. KUHN, ALFRED. *Labor: Institutions and Economics*. New York, Rinehart, 1956. Pp. 616.

Partial Contents: Origins of the Labor Movement. The Structure and Government of Unions. The Problem of Survival: Management Security. The Problem of Survival: Union Security. Bargaining Power. The Strike. Bargaining Power under Varying Conditions. The Direct Results of Bargaining. The Evolution of Public Policy. Productivity, Basic Determinant of Wages. Wage Forces and "Rational" Wage Determination. Labour's Efforts to raise Wages. Collective Bargaining and Labor Economics: Some Broader Aspects.

50. LEFRANC, GEORGES. *Histoire du travail et des travailleurs*. Paris, Flammarion, c1957. Pp. 490.

A history of French trade unionism from early days up to the present time.

51. LAPALOMBARA, JOSEPH. *The Italian Labor Movement: Problems and Prospects*. Ithaca, Cornell University Press, c1957. Pp. 192.

An introductory study of the evolution of the free trade unions in Italy since the war.

52. SHISTER, JOSEPH. *Economics of the Labor Market*. 2d ed. Philadelphia, Lip-pincott, 1956. Pp. 487.

Some of the topics discussed are the growth, structure government, philosophy, and strategy of labor unions, collective bargaining practices, wage determination, seasonal employment, and guaranteed wage plans.

53. SULTAN, PAUL. *Labor Economics*. New York, Holt, 1957. Pp. 580.

Partial Contents: Origins and Emergence of the Labor Market. Structure and Trend of Wages. The Mechanics of Dispute Settlement. Union Power and Legislative Restrictions. The Impact of Unemployment. Labor in a Full-Employment Economy.

54. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *To abolish Forced Labor through ILO. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United*



States Senate, Eighty-Fourth Congress, Second Session, on S.J. Res. 117, to provide for United States Cooperation with Other Nations through the International Labour Organization to abolish Forced Labor. April 25 and 27, 1956. Washington, G.P.O., 1956. Pp. 293.

## Occupations

55. CANADA. DEPARTMENT OF LABOR. ECONOMICS AND RESEARCH BRANCH. *Medical Laboratory Technologist*. Ottawa, Queen's Printer, 1957. Pp. 24.

56. ENGINEERING INSTITUTE OF CANADA. *Engineering Careers in Canada*. 1957/58 edition. Montreal, 1958? Pp. 194.

## Older Workers

57. CLARK, FREDERICK LEONGROS. *Ageing on the Factory Floor: the Production of Domestic Furniture; an Inquiry made through Works Records and Work Descriptions into the Prospects of Ageing Men within a Mechanized Industry*. London, Nuffield Foundation, 1957. Pp. 36.

The aim of this study was to measure the relative employability of 251 older men to see how far age had affected their work. By the time the men reached their mid-sixties between one and two out of every five would probably have to be moved to lighter work.

58. ONTARIO CONFERENCE ON AGING. 1st, Toronto, 1957. *Aging is Everyone's Concern; The Proceedings of the First Ontario Conference on Aging held at University of Toronto, May 31st-June 31 [sic] 1957*. Toronto. The General Committee of the First Ontario Conference on Aging, and University Extension, University of Toronto, 1957. Pp. 208.

Partial Contents: The Aging and Society. Patterns of Living of Older People in Ontario. Cost of Living and Retirement Income. Housing and Living Arrangements. Employment, Unemployment and Retirement. Care, Treatment and Rehabilitation in Hospitals and Homes.

59. U.S. BUREAU OF LABOR STATISTICS. *Comparative Job Performance by Age: Large Plants in the Men's Footwear and Household Furniture Industries*. Washington, G.P.O., 1957. Pp. 60.

"The present study is directed towards a measurement of actual on-the-job performance of older production workers, as compared with the performance of those in the younger groups."

## Pensions

60. CANADA. INTERDEPARTMENTAL COMMITTEE ON OLDER WORKERS. *Pension Plans and the Employment of Older Workers*. A Report prepared for the Interdepartmental Committee on Older Workers by Committee composed of Members of the Departments of Finance, Insurance, National Health and Welfare and Labour. Ottawa, Published by the Department of Labour, 1957. Pp. 56.

"This study opens with a short description of the various types of pension plan that exist in Canada. It goes on to discuss ways in which specific aspects of these various types of plan may affect the hiring and retaining of older workers, and to present such information as is available on the extent to which restrictive clauses appear in Canadian pension plans... Part II sets forth a number of ways in which the problem may be lessened or overcome."

61. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Increasing Civil Service Retirement Annuities. Hearings before the Committee on Post Office and Civil Service, House of Representatives, Eighty-Fifth Congress, First Session, on H.R. 4, H.R. 607, H.R. 1209, and Similar Bills, a Bill to increase Annuities payable to Certain Annuitants from the Civil Service Retirement and Disability Fund, and for Other Purposes*. Washington, G.P.O., 1957. 2 Parts.

Hearings held June 28-August 12, 1957.

The Subcommittee of the House Post Office and Civil Service Committee held hearings to consider over 100 bills introduced by individual members of Congress to provide increases in the pensions of retired civil servants and their survivors.

## Professional Manpower

62. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Canadians studying in the United States for Degrees in Science, Engineering, Agriculture, Architecture and Veterinary Medicine, 1955-1956*. Ottawa, Queen's Printer, 1958. Pp. 27.

63. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Immigrants in Scientific and Technical Professions in Canada*. Ottawa, Queen's Printer, 1957. Pp. 16.

The information in this report is based on an analysis of 3,318 questionnaires completed by immigrants for the Scientific and Technical Personnel Register of the Federal Department of Labour during the period 1951 to 1956.

64. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Trends in Professional Manpower Supplies and Requirements*. Ottawa, Queen's Printer, 1957. Pp. 30.

Contents: Growth in the Number of Professional Workers in the Canadian Labour Force. Employment of Engineers and Scientists. Supply of Professional Workers. Supply of Engineers. Requirements for Engineers and Scientists. Recruitment Difficulties. Effects of Shortage.

65. POLITICAL AND ECONOMIC PLANNING. *Graduates in Industry, 1957*. London, George Allen & Unwin, 1957. Pp. 261.

Reports the results of an inquiry into "the policy and practice of British industrial undertakings in respect of the recruitment, training and employment of university graduates".

66. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *High-Talent Manpower for Science and Industry; an Appraisal of*

*Policy at Home and Abroad*, by J. Douglas Brown and Frederick Harbison. Princeton, 1957. Pp. 97.

The authors state, "It would be more accurate, perhaps, to designate this century the century of the scientist, and of those translators of science into action, the research engineer and the industrial executive." The authors conclude that industry, the universities and government must cooperate to discover and develop "high-talent" manpower.

67. U.S. LIBRARY OF CONGRESS. LEGISLATIVE REFERENCE SERVICE. *Development of Scientific, Engineering, and Other Professional Manpower, with Emphasis on the Role of the Federal Government*. Prepared by Charles A. Quattlebaum, principal specialist in education. Washington, G.P.O., 1957. Pp. 172.

This report analyzes the problem, provides historical background, digests statistics and opinions, and outlines current programs and proposals.

### Wages and Hours

68. ALBERTA. BUREAU OF STATISTICS. *Survey of Wage and Salary Rates, 1 May 1957; Hours worked per Week, by Position, Type of Business and Salary or Wage Rate, and Working Conditions and Benefits Survey-Alberta*. Edmonton, 1957. Pp. 34.

69. KERR, CLARK. *Wage Relationships—the Comparative Impact of Market and Power Forces*. Berkeley, University of California, Institute of Industrial Relations, 1957. Pp. 173-193.

The author divides wage differentials into five types with a brief description of each type. These are: (1) interpersonal, (2) interfirm, (3) interarea, (4) interoccupational, and (5) interindustry.

### Women

70. MAULE, FRANCES. *Executive Careers for Women*. 1st ed. New York, Harper, 1957. Pp. 205.

The author explains the qualifications for top jobs in advertising, merchandising, banking, engineering, education, fashion, and other fields. She describes what makes an executive and tells about women executives in various fields.

71. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1957*. Ottawa, 1957. Pp. 167.

72. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women as Secretaries, Stenographers, Typists, and as Office-Machine Operators and Cashiers*. Washington, G.P.O., 1957. Pp. 30.

73. U.S. WOMEN'S BUREAU. *Minimum Wage and the Woman Worker*. Rev. ed. Washington, G.P.O., 1958. Pp. 15.

### Workmen's Compensation

74. U.S. BUREAU OF EMPLOYEES' COMPENSATION. *Federal Work Injuries sustained during Calendar Year 1955; Federal Em-*

*ployees' Compensation Act*. Washington, G.P.O., 1956. Pp. 16.

75. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws of August 1957*. Rev. ed. Washington, G.P.O., 1957. Pp. 70.

### Miscellaneous

76. CANADIAN WOOLLEN AND KNIT GOODS MANUFACTURING ASSOCIATION. *The Italian Wool Textile Industry; Report of an Inquiry in Italy for the Canadian Wool Cloth Industry in the Summer of 1957*. Toronto, 1957. Pp. 56.

77. SOMERS, HERMAN MILES. *Trends and Current Issues in Social Insurance*, by Herman M. Somers and Anne R. Somers. Berkeley, University of California, Institute of Industrial Relations, 1957. Pp. 25.

"This paper undertakes to identify some of the major trends which have emerged from American social insurance experience over the past 20 years and important policy issues which arise from them."

78. SOULE, GEORGE HENRY. *Time for living*. New York, Viking Press, 1955. Pp. 184.

This book deals with technological advances and their effect on the life of the individual.

79. U.S. BUREAU OF STATISTICS. *Wholesale Prices and Price Indexes, 1954-56*. Washington, G.P.O., 1957. Pp. 439.

"This bulletin... brings together all statistical data on primary market prices published by the Bureau of Labor Statistics for these 3 years (1954, 1955 and 1956)."

80. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *To amend the Vocational Rehabilitation Act. Hearing before a Subcommittee of the Committee on Education and Labour, House of Representatives, Eighty-Fifth Congress, First Session on H.R. 7155, a Bill to amend Sections 4 (a) and 7 (a) of the Vocational Rehabilitation Act*. Hearing held in Washington, D.C., July 1, 1957. Washington, G.P.O., 1957. Pp. 20.

This hearing deals with the sections of the Vocational Rehabilitation Act which authorize federal support of training and traineeships for rehabilitation personnel.

81. U.S. CONGRESS. SENATE. COMMITTEE ON THE JUDICIARY. *Concentration in American Industry. Report of the Subcommittee on Antitrust and Monopoly to the Committee on the Judiciary, United States Senate, Eighty-Fifth Congress, First Session, pursuant to S Res. 57 (85th Cong.) to study the Antitrust Laws of the United States and Their Administration, Interpretation, and Effect*. Washington, G.P.O., 1957. Pp. 756.

"The purpose of this study is to provide a comprehensive body of objective and reasonably up-to-date information on the degree of 'concentration' in the manufacturing segments of the industrial economy of America."



# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 22, 1958**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes .....	5,907	111	438	1,687	2,160	1,011	500
Agricultural .....	645	*	53	149	154	266	22
Non-Agricultural .....	5,262	110	385	1,538	2,006	745	478
Males .....	4,477	93	345	1,287	1,599	781	372
Agricultural .....	620	*	52	147	147	252	21
Non-Agricultural .....	3,857	92	293	1,140	1,452	529	351
Females .....	1,430	18	93	400	561	230	128
Agricultural .....	25	*	*	*	*	14	*
Non-Agricultural .....	1,405	18	92	398	554	216	127
All Ages .....	5,907	111	438	1,687	2,160	1,011	500
14-19 years .....	540	14	43	198	162	90	33
20-24 years .....	748	20	54	242	254	128	50
25-44 years .....	2,736	52	193	773	1,014	463	241
45-64 years .....	1,662	22	128	425	637	295	155
65 years and over .....	221	*	20	49	93	35	21
<i>Persons with Jobs</i>							
All status groups .....	5,317	82	363	1,466	2,010	946	50
Males .....	3,945	64	274	1,085	1,468	725	329
Females .....	1,372	18	89	381	542	221	121
Agricultural .....	624	*	48	142	150	262	21
Non-Agricultural .....	4,693	81	315	1,324	1,860	684	429
Paid Workers .....	4,266	75	282	1,192	1,710	620	387
Males .....	3,015	58	205	841	1,209	426	276
Females .....	1,251	17	77	351	501	194	111
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes .....	590	29	75	221	150	65	50
<i>Persons not in the Labour Force</i>							
Both Sexes .....	5,281	157	467	1,490	1,724	937	506
Males .....	1,076	46	101	276	317	213	123
Females .....	4,205	111	366	1,214	1,407	724	383

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended March 22, 1958		Week Ended February 15, 1958		Week Ended March 16, 1957	
	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>	Total	Seeking Full-time Work <sup>(1)</sup>
Total looking for work.....	617	587	577	552	380	333
Without Jobs.....	590	562	555	531	343	318
Under 1 month.....	92	—	95	—	77	—
1—3 months.....	237	—	295	—	161	—
4—6 months.....	204	—	127	—	91	—
7—12 months.....	45	—	29	—	10	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	27	25	22	21	17	15
1—14 hours.....	10	*	*	*	*	*
15—34 hours.....	17	16	13	13	12	10

(<sup>1</sup>) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1947 Average.....	42	177	34	134	114	17	518
1948 Average.....	49	203	41	154	131	19	597
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	73	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1957 Average.....	90	397	97	335	316	44	1,279
1957—March.....	77	393	73	317	302	43	1,205
April.....	72	393	83	324	303	43	1,218
May.....	85	397	97	334	313	44	1,270
June.....	96	405	110	343	323	45	1,322
July.....	101	402	109	347	308	45	1,312
August.....	104	403	110	347	325	46	1,335
September.....	103	404	114	347	331	46	1,345
October.....	97	401	116	345	330	46	1,335
November.....	89	397	104	348	332	46	1,316
December.....	84	396	92	343	328	45	1,288
1958—January.....	78	376	82	327	325	43	1,231
February.....	80	381R	75R	328	325	43	1,232R
March.....	75P	385P	78P	328P	326P	42P	1,234P

R—revised; P—preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees. At March 1, employers in the principal non-agricultural industries reported a total employment of 2,562,358.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1957—Average.....	122.9	194.5	157.6	67.70	116.3	185.4	158.5	69.68
1957—Mar. 1 .....	118.1	185.8	156.8	67.36	115.0	182.3	157.6	69.29
Apr. 1 .....	118.0	186.1	157.3	67.56	115.4	184.4	158.9	69.87
May 1 .....	119.4	187.9	156.8	67.37	115.8	184.8	158.7	69.78
June 1 .....	123.5	195.7	157.9	67.82	116.7	186.7	159.0	69.92
July 1 .....	126.6	202.2	159.1	68.33	118.4	190.1	159.6	70.19
Aug. 1 .....	127.6	204.0	159.2	68.41	118.1	189.1	159.1	69.95
Sept. 1 .....	127.6	204.2	159.4	68.48	118.5	189.2	158.7	69.77
Oct. 1 .....	126.9	204.1	160.2	68.84	118.1	189.9	159.9	70.29
Nov. 1 .....	125.1	201.3	160.1	68.79	116.2	188.4	161.2	70.86
Dec. 1 .....	122.5	198.2	161.2	69.24	113.3	185.9	163.0	71.69
1958—Jan. 1 .....	117.5	182.2	154.4	66.35	109.0	170.8	155.7	68.47
Feb. 1 .....	113.7	183.9	161.2	69.25	107.9	176.9	162.9	71.61
Mar. 1 .....	113.0	184.8	162.9	69.98	108.3	178.7	163.9	72.06

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957
(a) Provinces						
Newfoundland.....	109.2	108.4	118.0	62.24	61.67	60.83
Prince Edward Island.....	100.2	94.2	95.5	50.23	52.71	51.65
Novia Scotia.....	90.2	92.3	97.8	59.42	58.44	56.35
New Brunswick.....	95.3	93.8	103.3	59.28	57.63	59.03
Quebec.....	112.3	113.2	117.6	67.41	66.64	64.96
Ontario.....	116.2	117.0	120.9	72.39	72.08	69.64
Manitoba.....	102.7	103.9	106.1	65.71	64.87	62.78
Saskatchewan.....	113.0	114.4	112.6	67.52	66.48	64.68
Alberta (including Northwest Territories).....	139.8	142.2	144.2	73.06	71.56	69.79
British Columbia (including Yukon).....	108.7	106.9	115.9	75.39	73.59	72.84
<b>Canada.....</b>	<b>113.0</b>	<b>113.7</b>	<b>118.1</b>	<b>69.98</b>	<b>69.25</b>	<b>67.36</b>
(b) Metropolitan Areas						
St. John's.....	112.1	115.6	114.6	51.63	50.79	49.45
Sydney.....	90.3	91.1	92.4	73.66	75.00	66.79
Halifax.....	114.3	116.5	120.4	57.58	55.87	54.83
Saint John.....	100.5	99.7	112.2	53.72	51.96	52.80
Quebec.....	103.2	103.5	105.6	58.43	57.86	55.41
Sherbrooke.....	97.8	99.0	109.4	55.88	56.30	57.64
Three Rivers.....	107.8	108.2	112.0	62.60	64.02	63.00
Drummondville.....	71.2	72.7	77.2	58.21	58.03	56.80
Montreal.....	118.4	118.9	120.8	68.24	67.68	65.21
Ottawa-Hull.....	113.5	114.4	115.5	63.35	63.20	60.34
Peterborough.....	99.8	101.5	109.1	77.13	77.33	74.18
Oshawa.....	167.0	168.9	173.2	76.59	77.08	68.59
Niagara Falls.....	105.8	107.6	118.9	77.33	78.15	76.73
St. Catharines.....	110.0	112.4	124.7	78.85	79.12	77.37
Toronto.....	127.9	128.7	129.3	72.72	72.67	70.18
Hamilton.....	105.6	107.5	113.7	75.70	74.90	73.92
Brantford.....	86.1	86.0	86.2	65.70	65.48	63.60
Galt.....	110.0	110.6	113.7	61.50	61.18	60.68
Kitchener.....	107.7	109.6	113.2	64.15	63.99	63.58
Sudbury.....	141.8	142.0	138.7	87.50	86.60	82.86
London.....	115.6	116.6	118.7	65.08	64.79	63.11
Sarnia.....	132.7	131.7	130.0	88.86	89.75	79.83
Windsor.....	81.1	74.2	103.1	73.80	74.03	72.57
Sault Ste. Marie.....	126.2	127.4	129.8	85.14	86.40	84.50
Ft. William—Port Arthur.....	104.9	107.0	104.0	70.34	70.36	67.57
Winnipeg.....	101.9	103.1	103.0	62.72	62.34	59.70
Regina.....	112.8	114.9	112.6	63.30	62.95	61.18
Saskatoon.....	118.6	120.6	114.5	61.97	61.63	59.15
Edmonton.....	164.1	168.1	167.2	66.96	66.73	64.99
Calgary.....	148.6	151.6	153.1	68.16	67.21	64.34
Vancouver <sup>1</sup> .....	110.3	111.7	115.4	73.42	72.28	70.53
Victoria.....	110.1	112.2	117.9	68.57	67.24	64.55

<sup>1</sup> Includes New Westminster.



**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 7 1957
<b>Mining</b> .....	<b>126.8</b>	<b>126.2</b>	<b>124.7</b>	<b>88.17</b>	<b>87.52</b>	<b>83.23</b>
Metal mining.....	138.9	137.9	131.8	90.12	89.95	85.65
Gold.....	74.4	74.6	76.2	74.02	72.97	72.40
Other metal.....	199.0	197.0	183.8	95.73	95.96	90.79
Fuels.....	111.2	111.4	113.1	88.78	86.78	82.28
Coal.....	59.4	61.2	64.3	70.82	68.40	62.67
Oil and natural gas.....	300.5	294.6	292.7	101.75	100.73	98.11
Non-metal.....	119.4	118.3	127.7	76.18	76.70	74.34
<b>Manufacturing</b> .....	<b>108.3</b>	<b>107.9</b>	<b>115.0</b>	<b>72.06</b>	<b>71.61</b>	<b>69.29</b>
Food and beverages.....	99.5	100.2	99.6	64.68	64.40	61.96
Meat products.....	120.8	123.1	117.0	72.39	72.48	70.66
Canned and preserved fruits and vegetables.....	69.9	71.6	72.8	62.02	61.69	57.95
Grain mill products.....	100.7	100.8	103.0	69.12	68.61	64.02
Bread and other bakery products.....	106.4	106.9	105.9	61.27	61.21	58.26
Biscuits and crackers.....	88.9	88.9	87.5	53.09	53.74	50.42
Distilled and malt liquors.....	100.0	100.4	98.3	81.98	81.23	77.50
Tobacco and tobacco products.....	110.9	104.7	112.3	62.38	63.80	59.12
Rubber products.....	98.8	100.8	113.3	72.13	72.11	71.63
Leather products.....	86.0	85.5	90.9	49.58	49.67	48.92
Boots and shoes (except rubber).....	92.1	91.1	95.2	47.37	47.13	46.63
Textile products (except clothing).....	77.6	78.5	87.8	56.78	56.80	55.84
Cotton yarn and broad woven goods.....	77.5	79.1	88.4	50.85	51.70	52.94
Woolen goods.....	59.3	59.4	73.6	54.87	54.78	53.13
Synthetic textiles and silk.....	79.9	81.3	87.5	64.31	63.90	61.51
Clothing (textile and fur).....	91.3	90.6	96.8	46.33	46.11	45.75
Men's clothing.....	95.1	94.5	103.1	45.64	45.26	44.80
Women's clothing.....	97.5	95.8	98.6	48.44	48.35	47.25
Knit goods.....	76.3	75.4	83.5	45.78	44.91	45.24
Wood products.....	95.5	94.2	102.6	62.63	61.17	59.64
Saw and planing mills.....	94.2	92.2	100.6	65.27	63.59	61.53
Furniture.....	106.9	106.4	112.6	59.83	58.37	57.81
Other wood products.....	80.1	80.6	92.8	55.19	55.19	54.26
Paper products.....	117.7	111.5	121.6	83.98	83.44	81.32
Pulp and paper mills.....	117.9	109.2	123.4	90.24	90.15	87.48
Other paper products.....	117.0	117.1	117.0	68.29	67.87	65.43
Printing, publishing and allied industries.....	118.8	119.3	118.1	76.86	75.99	73.70
Iron and steel products.....	104.1	105.1	115.5	80.12	79.65	78.03
Agricultural implements.....	68.2	65.9	68.1	79.44	79.32	76.48
Fabricated and structural steel.....	156.7	159.9	168.5	82.47	82.80	80.73
Hardware and tools.....	91.3	92.4	100.8	72.85	72.26	71.16
Heating and cooking appliances.....	97.2	94.2	101.4	70.09	68.77	67.02
Iron castings.....	97.8	100.1	106.3	76.65	76.09	75.94
Machinery mfg.....	109.6	111.8	128.7	77.21	76.43	75.59
Primary iron and steel.....	109.3	109.1	126.5	90.91	91.09	88.08
Sheet metal products.....	97.8	98.5	108.0	77.81	76.88	74.03
Transportation equipment.....	128.9	127.1	144.2	79.37	79.01	75.55
Aircraft and parts.....	368.2	371.1	380.7	85.40	85.96	82.51
Motor vehicles.....	109.1	97.3	128.2	81.64	80.97	75.93
Motor vehicle parts and accessories.....	99.4	100.0	118.4	79.22	78.16	73.94
Railroad and rolling stock equipment.....	81.5	84.0	93.6	73.54	72.75	71.40
Shipbuilding and repairing.....	146.0	144.6	159.2	73.90	73.73	70.87
Non-ferrous metal products.....	127.1	127.6	130.9	84.03	83.72	78.22
Aluminum products.....	124.8	124.5	136.5	79.16	79.30	74.66
Brass and copper products.....	98.2	97.9	100.2	74.97	74.20	72.67
Smelting and refining.....	156.9	158.2	165.0	92.09	91.66	84.54
Electrical apparatus and supplies.....	138.6	140.1	153.1	77.69	77.02	75.11
Non-metallic mineral products.....	119.7	121.2	122.8	74.23	74.36	71.76
Clay products.....	87.3	90.0	91.0	69.00	70.33	68.90
Glass and glass products.....	128.1	130.4	127.6	72.18	71.94	68.02
Products of petroleum and coal.....	137.7	137.7	135.1	103.51	101.60	95.15
Chemical products.....	133.5	137.9	129.3	82.46	82.47	77.59
Medicinal and pharmaceutical preparations.....	119.1	117.9	116.1	73.55	73.29	70.13
Acids, alkalis and salts.....	150.4	149.5	139.5	92.39	92.01	87.61
Miscellaneous manufacturing industries.....	113.9	113.7	111.3	64.00	63.74	59.80
<b>Construction</b> .....	<b>101.7</b>	<b>105.9</b>	<b>112.7</b>	<b>74.98</b>	<b>75.47</b>	<b>74.31</b>
Building and general engineering.....	107.5	112.9	126.1	80.79	82.25	80.14
Building.....	109.7	116.1	133.2	79.61	81.03	79.74
Engineering work.....	98.1	99.6	96.9	86.80	88.18	82.40
Highways, bridges and streets.....	92.5	94.8	91.2	64.17	62.54	61.42
<b>Service</b> .....	<b>126.8</b>	<b>128.3</b>	<b>125.1</b>	<b>47.88</b>	<b>47.14</b>	<b>45.24</b>
Hotels and restaurants.....	117.2	118.8	117.7	39.34	38.43	37.63
Laundries and dry cleaning plants.....	110.4	111.5	110.4	42.15	41.84	40.75
Other service.....	177.5	179.4	167.6	69.86	69.20	65.93
<b>Industrial composite</b> .....	<b>113.0</b>	<b>113.7</b>	<b>118.1</b>	<b>69.98</b>	<b>69.25</b>	<b>67.36</b>

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1958	Feb. 1, 1958	Mar. 1, 1957	Mar. 1, 1958	Feb. 1, 1958	Mar. 1, 1957
Newfoundland.....	38.8	39.1	43.2	161.0	163.0	150.3
Nova Scotia.....	40.6	39.7	40.7	150.4	149.3	143.7
New Brunswick.....	41.8	40.8	41.8	145.9	146.7	138.8
Quebec.....	40.9	41.0	42.4	148.6	148.1	141.3
Ontario.....	39.6	39.5	40.4	173.7	173.2	166.5
Manitoba.....	40.4	40.1	40.6	152.5	152.6	146.4
Saskatchewan.....	39.2	38.8	39.7	177.0	176.5	162.5
Alberta <sup>(1)</sup> .....	39.8	39.4	40.1	175.0	174.6	163.6
British Columbia <sup>(2)</sup> .....	37.9	36.9	38.1	201.2	197.8	188.0

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics.)**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Price and Prices Indexes, DBS.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Monthly Average 1957.....	40.4	160.0	64.71	155.1	121.9	127.2
Week Preceding:						
March 1, 1957.....	40.9	157.6	64.46	154.5	120.5	128.2
April 1, 1957.....	41.1	158.7	65.23	156.4	120.9	129.4
May 1, 1957.....	40.6	160.0	64.96	155.7	121.1	128.6
June 1, 1957.....	40.5	160.7	65.08	156.0	121.6	128.3
July 1, 1957.....	40.6	161.0	65.37	156.7	121.9	128.5
August 1, 1957.....	40.5	160.4	64.96	155.7	122.6	127.0
September 1, 1957.....	40.6	159.5	64.76	155.3	123.3	126.0
October 1, 1957.....	40.7	160.5	65.32	156.6	123.4	126.9
November 1, 1957.....	40.3	162.9	65.65	157.4	123.3	127.7
December 1, 1957.....	40.6	163.5	66.38	159.1	123.1	129.2
January 1, 1958.....	40.3*	165.8	66.82*	160.2	123.4	129.8
February 1, 1958.....	39.9	164.3	65.56	157.2	123.7	127.1
March 1, 1958 <sup>(1)</sup> .....	40.0	165.3	66.12	158.5	124.3	127.5

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1958 are 37.2 and \$61.68.

(1) Latest figures subject to revision.



**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics  
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957	Mar. 1 1958	Feb. 1 1958	Mar. 1 1957
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.7	42.4	43.1	195.6	195.6	182.7	83.52	82.93	78.74
Metal mining.....	43.2	43.3	43.6	201.5	201.0	189.0	87.05	87.03	82.40
Gold.....	43.9	43.4	43.2	159.4	158.0	158.6	69.98	68.57	68.52
Other metal.....	43.0	43.2	43.8	217.3	217.2	201.4	93.44	93.83	88.21
Fuels.....	41.8	40.5	42.4	189.2	190.2	174.1	79.09	77.03	73.82
Coal.....	40.0	38.4	39.8	172.9	174.5	152.5	69.16	67.01	60.70
Oil and natural gas.....	44.9	44.2	47.0	213.1	214.0	206.9	95.68	94.59	97.98
Non-metal.....	41.5	41.7	42.2	175.4	175.4	168.2	72.79	73.14	70.24
Manufacturing.....	40.0	39.9	40.9	165.3	164.3	157.6	66.12	65.56	64.46
Food and beverages.....	40.0	39.9	40.6	146.2	145.9	137.9	58.48	58.21	55.99
Meat products.....	39.4	39.7	39.5	170.7	170.8	165.3	67.26	67.81	65.29
Canned and preserved fruits and vegetables.....	38.1	38.0	40.0	137.1	136.2	124.9	52.24	51.76	49.96
Grain mill products.....	41.1	41.0	41.1	156.2	154.8	144.3	64.20	63.47	59.31
Bread and other bakery products.....	42.1	42.0	42.3	131.5	130.8	124.3	55.36	54.94	52.58
Distilled and malt liquors.....	39.0	39.2	39.5	190.9	189.3	170.0	74.45	74.21	70.71
Tobacco and tobacco products.....	40.8	40.5	40.4	141.9	146.8	135.1	57.90	59.45	54.58
Rubber products.....	39.7	39.9	41.5	166.1	167.1	163.7	65.94	66.67	67.94
Leather products.....	40.6	40.7	41.7	112.9	113.0	108.6	45.84	45.99	45.29
Boots and shoes (except rubber).....	40.8	40.6	41.5	107.8	107.9	104.7	43.98	43.81	43.45
Textile products (except clothing).....	40.5	40.8	42.5	123.7	123.4	119.6	50.10	50.35	50.83
Cotton yarn and broad woven goods.....	37.4	38.4	40.7	121.8	121.9	120.7	45.55	46.81	49.12
Woolen goods.....	42.2	42.2	43.7	116.4	115.9	111.3	49.12	48.91	48.64
Synthetic textiles and silk.....	43.2	43.0	44.2	133.0	132.2	126.3	57.46	56.85	55.82
Clothing (textile and fur).....	38.1	38.0	39.5	108.1	107.7	104.7	41.19	40.93	41.36
Men's clothing.....	37.8	37.4	39.1	109.1	108.5	105.0	41.24	40.58	41.06
Women's clothing.....	37.5	37.2	38.2	114.0	114.1	111.0	42.75	42.45	42.40
Knit goods.....	40.1	39.5	41.2	103.2	102.4	100.8	41.38	40.45	41.53
*Wood products.....	40.9	39.9	41.3	145.6	144.5	137.2	59.55	57.66	56.66
Saw and planing mills.....	40.5	39.2	40.2	156.4	155.9	147.6	63.34	61.11	59.34
Furniture.....	41.7	40.8	43.0	133.0	131.3	125.5	55.46	53.57	50.48
Other wood products.....	41.5	41.2	43.0	120.8	121.2	117.4	50.13	49.93	50.48
Paper products.....	40.4	40.6	41.7	193.0	189.3	183.8	77.97	76.96	76.64
Pulp and paper mills.....	40.5	40.9	41.9	207.8	204.3	197.2	84.16	83.56	82.63
Other paper products.....	40.2	40.0	41.0	149.7	149.3	143.2	60.18	59.72	58.71
Printing, publishing and allied industries.....	39.3	38.7	39.8	195.2	192.9	186.5	76.71	74.65	74.23
*Iron and steel products.....	40.1	40.0	41.7	188.4	188.0	180.2	75.55	75.20	75.14
Agricultural implements.....	39.9	39.8	40.9	187.6	188.9	178.7	74.95	74.39	73.09
Fabricated and structural steel.....	40.6	40.9	42.2	184.6	185.5	177.3	74.85	75.87	74.82
Hardware and tools.....	40.2	40.3	41.6	165.7	165.7	160.7	66.61	66.78	66.85
Heating and cooking appliances.....	40.2	39.4	41.5	162.3	160.9	162.3	65.24	63.39	63.20
Iron castings.....	39.9	39.8	41.9	182.4	181.9	176.9	72.78	72.40	74.12
Machinery manufacturing.....	40.7	40.5	43.0	176.9	175.8	169.1	72.00	71.20	72.71
Primary iron and steel.....	39.5	39.5	41.0	219.5	220.4	208.2	86.70	87.06	85.36
Sheet metal products.....	39.8	39.6	40.7	182.4	181.7	171.0	72.60	71.95	69.60
*Transportation equipment.....	39.4	39.2	39.6	186.9	186.2	179.2	73.04	72.99	70.96
Aircraft and parts.....	40.2	40.8	41.8	191.4	191.5	183.6	76.94	78.13	76.74
Motor vehicles.....	36.6	35.2	35.5	199.8	199.3	192.0	73.13	70.15	68.16
Motor vehicle parts and accessories.....	39.6	39.0	39.1	187.1	185.9	178.5	74.09	72.50	69.79
Railroad and rolling stock equipment.....	39.8	39.4	40.1	180.3	180.0	175.0	71.76	70.92	70.18
Shipbuilding and repairing.....	40.2	40.2	41.0	180.4	180.6	170.2	72.52	72.60	69.78
*Non-ferrous metal products.....	40.3	40.0	40.9	193.6	194.8	178.1	75.02	77.92	72.84
Aluminum products.....	40.4	40.8	41.0	163.6	163.7	156.6	66.09	66.79	63.80
Brass and copper products.....	39.4	39.0	40.9	175.7	175.2	166.2	68.23	68.33	67.98
Smelting and refining.....	40.5	40.2	40.9	212.6	214.1	193.4	85.10	86.07	79.10
*Electrical apparatus and supplies.....	39.7	39.9	40.6	172.6	169.9	165.5	68.52	67.79	67.19
Heavy electrical machinery and equipment.....	39.8	39.7	41.6	191.4	191.2	182.8	76.18	75.91	76.04
Radios and radio parts.....	39.4	39.6	39.3	163.7	152.3	145.7	60.56	60.31	57.26
Batteries.....	38.7	39.9	41.8	163.7	163.5	162.3	63.35	65.24	67.34
Refrigerators, vacuum cleaners and appliances.....	40.0	39.9	40.1	172.3	173.1	167.9	68.92	69.07	67.83
Miscellaneous electrical products.....	39.4	39.8	40.0	163.0	165.9	151.9	64.22	62.05	60.76
*Wire and cable.....	40.6	41.1	42.3	188.1	182.9	181.7	76.37	75.17	76.86
*Non-metallic mineral products.....	41.7	42.2	42.5	166.4	165.1	158.9	69.39	69.67	67.53
Clay products.....	40.7	42.3	42.4	154.9	153.6	150.6	63.04	64.97	63.85
Glass and glass products.....	42.5	42.7	42.1	160.7	159.5	152.8	68.50	68.11	64.33
Products of petroleum and coal.....	41.0	40.1	40.3	227.7	225.2	210.9	93.36	90.31	84.99
Chemical products.....	40.4	40.5	41.2	179.4	179.1	166.5	72.48	72.54	68.02
Medicinal and pharmaceutical preparations.....	40.7	40.7	40.8	140.0	139.2	132.4	57.22	56.65	54.60
Acids, alkalis and salts.....	41.0	41.0	41.9	205.4	204.6	190.0	84.21	83.89	79.61
Miscellaneous manufacturing industries.....	40.8	40.9	41.5	137.7	137.1	128.1	56.18	56.07	53.16
*Durable goods.....	40.1	39.9	40.9	178.7	178.1	170.3	71.66	71.06	69.65
Non-durable goods.....	39.9	39.9	41.0	151.0	150.3	143.6	60.49	59.97	58.88
Construction.....	40.5	40.5	41.6	178.9	180.6	174.9	72.45	73.14	72.76
Building and general engineering.....	40.2	41.1	42.5	194.0	194.7	185.9	77.99	80.02	78.80
Highways, bridges and streets.....	41.2	39.3	39.2	147.7	148.8	144.2	60.53	58.16	55.53
Electric and motor transportation.....	43.8	43.4	44.7	166.2	164.8	156.6	72.80	71.52	70.70
Service.....	39.7	39.2	40.1	97.1	95.9	93.2	38.55	37.59	37.37
Hotels and restaurants.....	40.1	39.5	40.5	96.4	94.9	93.6	38.66	37.49	37.91
Laundries and dry cleaning plants.....	39.2	38.9	40.0	93.4	93.1	87.3	36.61	36.22	34.92

\* Durable manufactured goods industries.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
May	1, 1953.....	24,982	19,142	44,124	241,990	57,397	299,387
May	1, 1954.....	14,942	15,335	30,277	378,873	86,818	465,691
May	1, 1955.....	15,508	14,655	30,163	394,275	98,601	492,876
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
May	1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
June	1, 1957.....	28,041	19,163	47,204	226,022	80,973	306,995
July	1, 1957.....	21,843	17,643	39,486	180,521	85,981	266,502
August	1, 1957.....	20,837	14,060	34,897	171,765	84,581	256,346
September	1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
October	1, 1957.....	12,792	13,660	26,452	186,599	80,267	266,866
November	1, 1957.....	9,751	11,046	20,797	218,449	86,581	305,030
December	1, 1957.....	13,327	11,209	24,536	327,335	107,201	434,536
January	1, 1958.....	7,450	7,270	14,720	607,217	147,423	754,640
February	1, 1958.....	6,822	7,860	14,682	677,163	167,591	844,754
March	1, 1958.....	7,389	8,459	15,848	703,609	171,254	874,863
April	1, 1958 <sup>(1)</sup> .....	9,730	10,892	20,622	697,400	171,088	868,488
May	1, 1958 <sup>(1)</sup> .....	17,323	13,174	30,497	592,509	165,419	757,928

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 31, 1958 (1)**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from		
				February 28, 1958	March 29, 1957	
<b>Agriculture, Fishing, Trapping.....</b>	<b>690</b>	<b>171</b>	<b>861</b>	+	461	— 770
<b>Forestry.....</b>	<b>220</b>	<b>7</b>	<b>227</b>	—	50	— 2,057
<b>Mining, Quarrying and Oil Wells.....</b>	<b>607</b>	<b>48</b>	<b>655</b>	—	11	— 566
Metal Mining.....	430	14	444	+	142	— 440
Fuels.....	104	23	127	—	125	— 104
Non-Metal Mining.....	34	1	35	—	19	— 25
Quarrying, Clay and Sand Pits.....	12	2	14	+	2	— 7
Prospecting.....	27	8	35	—	11	— 4
<b>Manufacturing.....</b>	<b>1,980</b>	<b>1,482</b>	<b>3,462</b>	—	67	— 3,621
Foods and Beverages.....	166	112	278	—	16	— 186
Tobacco and Tobacco Products.....	3	14	17	—	12	— 1
Rubber Products.....	9	16	25	+	2	— 22
Leather Products.....	38	72	110	—	12	— 115
Textile Products (except clothing).....	75	67	142	+	19	— 227
Clothing (textile and fur).....	85	661	746	—	64	— 589
Wood Products.....	187	49	236	+	40	— 190
Paper Products.....	72	39	111	—	23	— 157
Printing, Publishing and Allied Industries.....	116	75	191	+	14	— 94
Iron and Steel Products.....	332	85	417	—	98	— 643
Transportation Equipment.....	420	32	452	+	67	— 480
Non-Ferrous Metal Products.....	89	55	144	+	35	— 237
Electrical Apparatus and Supplies.....	131	51	182	—	59	— 335
Non-Metallic Mineral Products.....	46	34	80	+	19	— 101
Products of Petroleum and Coal.....	25	8	33	+	13	— 45
Chemical Products.....	133	56	189	—	5	— 106
Miscellaneous Manufacturing Industries.....	53	56	109	+	13	— 93
<b>Construction.....</b>	<b>1,163</b>	<b>80</b>	<b>1,243</b>	+	390	— 1,150
General Contractors.....	828	67	895	+	243	— 955
Special Trade Contractors.....	335	23	358	+	147	— 195
<b>Transportation, Storage and Communication.....</b>	<b>716</b>	<b>233</b>	<b>949</b>	+	377	— 987
Transportation.....	648	90	738	+	338	— 886
Storage.....	19	17	36	—	3	— 50
Communication.....	49	126	175	+	42	— 51
<b>Public Utility Operation.....</b>	<b>123</b>	<b>26</b>	<b>149</b>	+	33	— 183
<b>Trade.....</b>	<b>1,397</b>	<b>1,741</b>	<b>3,138</b>	+	559	— 1,297
Wholesale.....	401	361	762	—	42	— 516
Retail.....	996	1,380	2,376	+	601	— 781
<b>Finance, Insurance and Real Estate.....</b>	<b>468</b>	<b>559</b>	<b>1,027</b>	+	82	— 565
<b>Service.....</b>	<b>1,829</b>	<b>6,154</b>	<b>7,983</b>	+	1,572	— 3,441
Community or Public Service.....	192	1,104	1,296	+	43	— 374
Government Service.....	859	307	1,166	+	4	— 1,122
Recreation Service.....	67	81	148	+	61	— 89
Business Service.....	232	267	499	+	15	— 450
Personal Service.....	479	4,395	4,874	+	1,449	— 1,406
<b>Grand Total.....</b>	<b>9,193</b>	<b>10,501</b>	<b>19,694</b>	+	3,356	— 14,637

(1) Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT APRIL 3, 1958 <sup>(1)</sup>**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,239	801	2,040	9,797	2,086	11,883
Clerical workers.....	736	2,698	3,434	21,828	48,177	70,005
Sales workers.....	1,114	920	2,034	9,052	20,916	29,968
Personal and domestic service workers..	562	5,116	5,678	49,433	30,702	80,135
Seamen.....	30	.....	30	6,355	38	6,393
Agriculture, fishing, forestry (EX. Log).	788	30	818	21,421	933	22,354
Skilled and semiskilled workers.....	3,533	995	4,528	336,598	31,986	368,584
Food and kindred products (inc. tobacco).....	35	7	42	2,748	902	3,650
Textiles, clothing, etc.....	50	698	748	5,094	19,387	24,481
Lumber and lumber products.....	232	3	235	57,690	347	58,037
Pulp, paper (inc. printing).....	40	6	46	1,831	719	2,550
Leather and leather products.....	39	49	88	1,991	1,624	3,615
Stone, clay and glass products.....	6	1	7	927	71	998
Metalworking.....	417	5	422	29,825	1,886	31,711
Electrical.....	64	10	74	5,297	2,000	7,297
Transportation equipment.....	3	.....	3	1,676	81	1,757
Mining.....	257	.....	257	4,155	.....	4,155
Construction.....	542	.....	542	95,363	7	95,370
Transportation (except seamen).....	565	15	580	63,233	237	63,470
Communications and public utility..	21	.....	21	1,614	28	1,642
Trade and service.....	197	171	368	6,800	2,710	9,510
Other skilled and semiskilled.....	938	26	964	40,198	1,525	41,723
Foremen.....	70	4	74	7,753	450	8,203
Apprentices.....	57	.....	57	10,403	12	10,415
Unskilled workers.....	1,728	332	2,060	242,916	36,250	279,166
Food and tobacco.....	16	43	59	9,410	10,210	19,620
Lumber and lumber products.....	64	4	68	34,286	678	34,964
Metalworking.....	26	16	42	13,148	1,076	14,224
Construction.....	783	.....	783	123,799	4	123,803
Other unskilled workers.....	839	269	1,108	62,273	24,282	86,555
<b>Grand Total.....</b>	<b>9,730</b>	<b>10,892</b>	<b>20,622</b>	<b>697,400</b>	<b>171,088</b>	<b>868,488</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 3, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957
<b>Newfoundland.....</b>	<b>173</b>	<b>201</b>	<b>2,005</b>	<b>36,566</b>	<b>37,971</b>	<b>26,666</b>
Corner Brook.....		38	3	8,767	8,795	5,583
Grand Falls.....	2	6	1,174	3,336	3,569	3,028
St. John's.....	171	157	828	24,463	25,607	18,055
<b>Prince Edward Island.....</b>	<b>62</b>	<b>68</b>	<b>110</b>	<b>6,939</b>	<b>7,511</b>	<b>5,094</b>
Charlottetown.....	54	50	70	4,107	4,344	3,192
Summerside.....	8	18	40	2,832	3,167	1,902
<b>Nova Scotia.....</b>	<b>752</b>	<b>772</b>	<b>1,207</b>	<b>42,664</b>	<b>41,865</b>	<b>28,561</b>
Amherst.....	12	8	14	1,813	1,668	1,288
Bridgewater.....	13	12	34	2,994	2,919	1,829
Halifax.....	519	405	940	7,623	7,711	5,032
Inverness.....				1,662	1,626	1,263
Kentville.....	33	23	43	4,800	4,681	3,617
Liverpool.....	5	2	6	1,409	1,319	738
New Glasgow.....	28	22	54	6,108	5,758	3,653
Springhill.....				1,266	1,027	1,065
Sydney.....	75	213	69	7,065	7,035	5,168
Truro.....	10	18	31	2,756	2,376	2,037
Yarmouth.....	57	59	16	5,178	5,745	2,871
<b>New Brunswick.....</b>	<b>658</b>	<b>644</b>	<b>1,023</b>	<b>46,108</b>	<b>46,427</b>	<b>35,391</b>
Bathurst.....	12	16	15	7,727	8,034	6,559
Campbellton.....	35	27	81	3,795	3,853	3,584
Edmundston.....	16	11	51	3,919	3,652	3,110
Fredericton.....	153	99	130	3,063	2,871	2,250
Minto.....		4	106	1,035	1,071	831
Moncton.....	281	362	412	11,419	11,953	8,667
Newcastle.....	3	20	13	4,673	4,655	3,685
Saint John.....	133	91	179	3,847	3,876	2,390
St. Stephen.....	9	5	8	2,637	3,128	1,680
Sussex.....	3	5	7	1,021	866	809
Woodstock.....	13	3	21	2,972	2,468	1,936
<b>Quebec.....</b>	<b>4,402</b>	<b>3,604</b>	<b>7,255</b>	<b>281,476</b>	<b>271,079</b>	<b>200,421</b>
Asbestos.....	12	11	17	1,412	1,285	954
Beauharnois.....	35	16	22	1,552	1,650	959
Buckingham.....	34	8	8	1,857	1,508	1,733
Causapscal.....	7	11	6	4,747	4,216	3,824
Chandler.....		1	3	3,142	3,364	2,641
Chicoutimi.....	47	35	114	3,188	3,237	2,749
Dolbeau.....	6	21	12	3,417	2,670	2,649
Drummondville.....	22	24	59	3,020	3,153	2,301
Farnham.....	20	11	17	1,529	1,569	1,055
Forestville.....	30	17	375	3,618	3,351	2,169
Gaspé.....	2	3		3,014	3,002	2,325
Granby.....	26	16	84	2,749	2,856	1,838
Hull.....	100	17	72	5,683	5,712	4,424
Joliette.....	77	65	84	5,757	5,709	4,396
Jonquière.....	29	25	67	3,602	3,595	2,807
Lachute.....	11	5	14	1,274	1,219	891
La Malbaie.....	8	26	44	3,497	3,478	2,950
La Tuque.....	36	123	49	1,449	1,251	891
Lévis.....	81	67	119	6,378	6,356	5,351
Louiseville.....	38	39	55	2,387	2,262	1,822
Magog.....	1	1	5	1,338	1,341	841
Maniwaki.....	3		4	2,621	1,828	1,922
Matane.....	5	2	4	6,189	5,878	4,635
Mégantic.....	8	8	9	2,247	2,115	1,723
Mont-Laurier.....	3		3	2,249	1,727	1,966
Montmagny.....	19	9	25	3,761	3,374	3,008
Montreal.....	2,064	1,892	3,819	81,815	81,856	50,482
New Richmond.....	2	5	6	3,246	3,117	2,503
Port Alfred.....	289	2	488	2,388	2,171	1,998
Quebec.....	421	355	512	19,426	19,665	16,705
Rimouski.....	73	79	98	7,136	7,228	5,384
Rivière du Loup.....	11	14	49	8,553	8,398	6,998
Roberval.....	10	27	16	2,723	2,201	1,719
Rouyn.....	69	68	93	6,179	4,290	3,110
Ste-Agathe.....	21	9	4	1,931	1,700	1,527
Ste-Anne de Bellevue.....	44	14	62	1,673	1,765	1,328
Ste-Thérèse.....	37	19	62	2,718	2,849	2,010
St-Hyacinthe.....	33	32	55	3,494	3,146	2,449
St-Jean.....	63	45	61	2,590	2,523	1,771
St-Jérôme.....	20	34	39	2,543	2,624	1,943
Sept-Îles.....	67	62	167	2,911	2,707	1,968
Shawinigan Falls.....	22	13	49	7,583	6,559	5,114
Sherbrooke.....	103	88	170	7,457	7,490	5,400
Sorel.....	72	45	128	3,215	3,598	2,231
Thetford Mines.....	54	71	68	2,759	2,710	2,225

TABLE D-4. - UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 3, 1958

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957
<b>Quebec—Con.</b>						
Trois-Rivières.....	126	97	208	8,285	7,878	6,034
Val d'Or.....		8	49	4,267	3,278	2,577
Valleyfield.....	11	17	51	3,710	3,288	2,119
Victoriaville.....	24	20	67	3,874	3,878	2,570
Ville d'Alma.....	84	32	60	3,319	3,410	3,024
Ville St-Georges.....	17	15	104	5,974	5,044	4,408
<b>Ontario.....</b>	<b>7,512</b>	<b>5,535</b>	<b>11,913</b>	<b>254,180</b>	<b>265,903</b>	<b>165,565</b>
Arnprior.....	13	79	57	681	734	519
Barrie.....	31	19	56	1,634	1,796	1,228
Belleville.....	23	19	49	3,025	3,003	1,978
Bracebridge.....	60	35	76	1,974	1,894	1,354
Brampton.....	22	8	57	1,529	1,675	835
Brantford.....	57	59	80	3,565	3,935	2,400
Brockville.....	29	18	23	690	791	469
Carleton Place.....	6	8	1	478	558	321
Chatham.....	104	30	70	3,461	3,634	2,571
Cobourg.....	2	7	4	1,148	1,362	843
Collingwood.....	7	14	26	966	1,122	807
Cornwall.....	100	53	210	5,094	5,040	3,398
Fort Erie.....	18	2	50	1,048	1,023	456
Fort Frances.....	28	16	14	1,037	873	553
Fort William.....	515	101	197	3,727	3,592	2,233
Galt.....	47	40	221	2,291	2,224	1,085
Gananoque.....	3	2	6	510	570	346
Goderich.....	26	18	34	1,000	1,038	660
Guelph.....	38	49	111	2,635	2,896	1,506
Hamilton.....	502	430	841	18,841	20,604	10,849
Hawkesbury.....	23	8	30	1,569	1,627	1,365
Ingersoll.....	27	19	31	1,028	1,232	1,010
Kapuskasing.....	5	25	28	1,904	1,156	1,055
Kenora.....	81	11	48	1,310	1,216	675
Kingston.....	98	72	102	2,450	2,643	1,850
Kirkland Lake.....	52	66	79	2,086	1,804	960
Kitchener.....	103	78	81	4,478	4,545	3,222
Leamington.....	42	33	36	1,332	1,889	1,333
Lindsay.....	13	6	42	1,048	1,069	775
Listowel.....	50	17	37	694	701	466
London.....	438	287	587	6,288	6,667	4,766
Long Branch.....	94	65	125	4,719	5,171	2,817
Midland.....	11	7	42	1,623	1,803	1,213
Napanee.....	4	6	5	1,058	1,105	824
Newmarket.....	36	29	26	1,701	1,617	1,072
Niagara Falls.....	26	33	117	3,413	3,779	2,126
North Bay.....	20	16	35	3,173	3,151	1,872
Oakville.....	59	60	91	1,078	1,281	559
Orillia.....	17	30	33	1,537	1,703	963
Oshawa.....	101	27	86	5,052	5,239	3,876
Ottawa.....	818	630	1,991	8,001	8,581	6,489
Owen Sound.....	17	24	57	3,400	3,530	2,027
Parry Sound.....	10	3	3	570	595	453
Pembroke.....	103	76	180	3,088	2,787	2,153
Perth.....	26	19	40	928	955	631
Peterborough.....	171	86	54	4,923	4,836	3,191
Pictou.....	9	12	31	754	894	641
Port Arthur.....	292	108	359	7,014	5,723	4,033
Port Colborne.....	13	11	9	1,428	1,360	737
Prescott.....	30	16	15	1,480	1,536	865
Renfrew.....	15	5	15	1,192	1,070	689
St. Catharines.....	104	62	119	5,943	6,535	3,912
St. Thomas.....	35	32	81	1,515	1,719	987
Sarnia.....	43	48	76	3,177	3,316	2,655
Sault Ste. Marie.....	212	151	622	3,804	3,906	1,436
Simcoe.....	46	56	23	1,778	2,024	1,546
Sioux Lookout.....	8	22	14	350	284	248
Smiths Falls.....	13	18	14	627	687	464
Stratford.....	15	9	33	1,412	1,567	930
Sturgeon Falls.....		1	6	1,624	1,505	1,268
Sudbury.....	309	347	524	7,627	7,251	3,824
Timmins.....	144	52	85	3,630	2,793	2,096
Toronto.....	1,824	1,525	3,250	60,802	65,595	40,482
Trenton.....	39	40	53	1,117	1,316	847
Walkerton.....	50	39	49	1,024	1,112	710
Wallaceburg.....	4	5	9	869	966	1,029
Welland.....	27	28	78	3,727	4,065	1,709
Weston.....	94	125	130	3,488	3,519	2,335
Windsor.....	84	71	128	14,547	16,485	8,793
Woodstock.....	26	12	21	1,496	1,649	1,135



**TABLE D-4.—UNFILLED VACANCIES AND REGISTRATIONS AT APRIL 3, 1958**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957	(1) April 3, 1958	Previous Month February 27, 1958	Previous Year March 28, 1957
<b>Manitoba</b> .....	<b>1,639</b>	<b>1,091</b>	<b>2,707</b>	<b>35,273</b>	<b>35,879</b>	<b>25,173</b>
Brandon.....	210	159	235	3,451	3,538	2,445
Dauphin.....	19	10	96	2,348	2,329	1,541
Flin Flon.....	18	14	80	366	357	166
Portage la Prairie.....	61	39	210	1,882	1,866	1,254
The Pas.....	27	39	90	398	389	162
Winnipeg.....	1,304	830	1,996	26,828	27,400	19,605
<b>Saskatchewan</b> .....	<b>1,265</b>	<b>707</b>	<b>1,953</b>	<b>26,047</b>	<b>26,682</b>	<b>18,375</b>
Estevan.....	62	46	111	879	829	398
Moose Jaw.....	180	101	338	1,956	2,097	1,503
North Battleford.....	53	54	45	2,397	2,334	1,366
Prince Albert.....	89	51	102	3,183	3,081	2,153
Regina.....	378	187	540	5,990	6,475	4,574
Saskatoon.....	303	146	396	5,578	5,671	4,027
Swift Current.....	69	40	143	1,376	1,419	1,125
Weyburn.....	55	33	78	734	736	474
Yorkton.....	76	49	200	3,954	4,040	2,755
<b>Alberta</b> .....	<b>2,361</b>	<b>1,960</b>	<b>3,195</b>	<b>43,123</b>	<b>41,874</b>	<b>26,725</b>
Blairmore.....	3	3	7	956	923	365
Calgary.....	851	639	1,320	11,193	11,293	7,182
Drumheller.....	10	11	16	1,080	959	655
Edmonton.....	1,017	939	1,111	21,421	20,666	12,536
Edson.....	47	54	162	834	623	420
Lethbridge.....	220	93	307	3,665	3,695	2,948
Medicine Hat.....	184	185	204	1,832	1,918	1,233
Red Deer.....	49	36	68	2,142	1,797	1,386
<b>British Columbia</b> .....	<b>1,798</b>	<b>1,266</b>	<b>2,915</b>	<b>96,112</b>	<b>99,672</b>	<b>58,787</b>
Chilliwack.....	62	59	96	2,689	2,861	2,025
Courtenay.....	7	18	38	1,774	2,066	1,125
Cranbrook.....	9	16	7	2,044	1,805	1,118
Dawson Creek.....	37	18	28	1,943	1,800	669
Duncan.....	16	11	45	1,387	1,580	561
Kamloops.....	36	16	44	3,333	2,654	1,685
Kelowna.....	9	6	14	2,106	2,278	1,646
Kitimat.....	18	14	286	833	867	594
Mission City.....	7	8	19	1,711	1,941	1,207
Nanaimo.....	25	19	38	2,333	2,748	1,406
Nelson.....	21	19	30	1,953	1,937	1,357
New Westminster.....	171	139	246	10,733	11,560	6,873
Penticton.....	15	6	52	2,315	2,467	1,458
Port Alberni.....	17	15	17	1,616	1,793	679
Prince George.....	85	66	82	3,947	3,035	2,555
Prince Rupert.....	43	25	75	2,666	3,050	1,146
Princeton.....	4	.....	2	753	738	490
Trail.....	23	26	10	1,702	1,670	1,070
Vancouver.....	796	579	1,238	41,224	42,817	24,822
Vernon.....	20	30	30	2,976	3,300	2,396
Victoria.....	184	157	340	5,397	6,053	3,541
Whitehorse.....	193	19	178	677	632	364
<b>Canada</b> .....	<b>20,622</b>	<b>15,848</b>	<b>34,283</b>	<b>868,488</b>	<b>874,863</b>	<b>590,668</b>
Males.....	9,730	7,389	19,523	697,400	703,609	479,539
Females.....	10,892	8,459	14,760	171,088	171,254	111,129

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1953—1958

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,450	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1957 (3 months).....	162,846	104,318	58,528	11,389	40,683	61,795	32,029	16,950
1958 (3 months).....	143,553	89,768	53,785	10,801	37,074	53,498	28,276	13,904







TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 2, 1958 TO MARCH 31, 1958

(SOURCE: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified	Placements		Vacancies Notified
	Reg- ular	Cas- ual		Reg- ular	Cas- ual		Reg- ular	Cas- ual		Reg- ular	Cas- ual		Reg- ular	Cas- ual	
<b>Agriculture</b> .....	230	126	10	582	298	5	1,388	674	27	1	311	230	10	1	3,739
<b>Forestry</b> .....	159	103	5	12	8		557	444	6	7	731	690	7	6	3,802
<b>Fishing and Trapping</b> .....	1	1					6	2	3		13	5	7		31
<b>Mining, Quarrying and Oil Wells</b> .....	125	112	3	62	47	8	731	502	22	24	345	130	4	5	3,604
Metal Mining.....	100	95	3	1			58	33	1	1	274	81		5	1,954
Fuels.....				54	42	8	427	274	20	18	32	29	2		941
Non-Metal Mining.....	1			1	1		17	4			29	11			338
Quarrying, Clay and Sand Pits.....		5					23	18	2		4	5	2		79
Prospecting.....	12	12		6	4		206	173	2	5	4	4			265
<b>Manufacturing</b> .....	2,246	1,471	342	441	256	83	1,499	855	281	12	3,509	2,533	202	30	41,426
Foods and Beverages.....	205	140	74	187	103	48	326	101	139	5	440	299	31	2	4,072
Tobacco and Tobacco Products.....							6	6			2	2			2,633
Rubber Products.....	3	3		5	3	2		1			2				802
Leather Products.....	41	30	6	1			3	4			29	16			286
Textile Products (except clothing).....	42	29		18	10	5	81	30	2		50	33	10		1,482
Clothing (textile and fur).....	586	424	43				41	67	6		138	97	4		1,801
Wood Products.....	196	121	42	20	12	3	109	67	11		1743	1,435	35	13	6,950
Paper Products.....	79	57	11	4	4		29	13	5		160	115		4	4,236
Printing, Publishing and Allied Industries.....	100	94	49	41	22	8	87	53	12		166	67	26	1	1,808
Iron and Steel Products.....	409	303	62	56	37	7	182	118	26	1	198	119	10	1	2,073
Transportation Equipment.....	126	70	3	55	29	1	228	121	26	1	190	113	28	1	5,763
Non-Ferrous Metal Products.....	36	24	1	1			21	11	4		91	38	11	7	4,675
Electrical Apparatus and Supplies.....	70	37	15	2	1		22	9	4	3	82	32			1,429
Non-Metallic Mineral Products.....	51	39	6	5	6		208	176	8		104	87	6		1,584
Products of Petroleum and Coal.....	17	12		15	10	1	21	15			28	9			1,303
Chemical Products.....	64	37	18	25	18	3	101	33	37		48	43	23		1,204
Miscellaneous Manufacturing Industries.....	71	51	12	5	1	3	33	19	8		55	29	11		1,724
<b>Construction</b> .....	1,219	900	24	756	509	126	1,303	895	145	1	1,240	849	214	23	1,489
General Contractors.....	941	656	18	539	370	79	954	636	91		873	607	160	23	19,847
Special Trade Contractors.....	278	244	6	217	139	47	349	259	54		357	242	54	3	5,779
<b>Transportation, Storage and Communication</b> .....	578	269	86	197	131	45	625	261	137	3	1,199	370	148	3	11,556
Transportation.....	483	233	59	134	92	33	443	174	99	1	857	267	101	2	10,154



Storage.....	60	20	28	39	22	12	84	42	31	102	43	47	612	319	213	5
Communication.....	35	16	.....	2	17	.....	98	45	7	150	60	.....	790	367	36	17
<b>Public Utility Operation.....</b>	<b>101</b>	<b>56</b>	<b>6</b>	<b>129</b>	<b>44</b>	<b>1</b>	<b>7</b>	<b>27</b>	<b>2</b>	<b>1</b>	<b>93</b>	<b>10</b>	<b>1,013</b>	<b>528</b>	<b>64</b>	<b>10</b>
<b>Trade.....</b>	<b>2,326</b>	<b>856</b>	<b>1,020</b>	<b>3</b>	<b>1,489</b>	<b>796</b>	<b>322</b>	<b>1</b>	<b>2,604</b>	<b>1,207</b>	<b>1,457</b>	<b>1,230</b>	<b>8</b>	<b>27,594</b>	<b>14,432</b>	<b>6,501</b>
Wholesale.....	389	408	347	1	457	296	161	.....	1,032	476	577	191	3	9,311	5,046	2,326
Retail.....	1,387	448	673	2	1,032	560	161	1	1,572	731	880	1,039	5	18,283	9,386	4,175
<b>Finance, Insurance and Real Estate.....</b>	<b>382</b>	<b>190</b>	<b>19</b>	<b>227</b>	<b>132</b>	<b>13</b>	<b>495</b>	<b>265</b>	<b>23</b>	<b>657</b>	<b>390</b>	<b>31</b>	<b>3</b>	<b>4,944</b>	<b>2,894</b>	<b>264</b>
<b>Service.....</b>	<b>3,596</b>	<b>1,467</b>	<b>1,174</b>	<b>8</b>	<b>2,950</b>	<b>1,206</b>	<b>665</b>	<b>4</b>	<b>7,447</b>	<b>3,212</b>	<b>4,283</b>	<b>1,378</b>	<b>25</b>	<b>64,516</b>	<b>33,377</b>	<b>15,896</b>
Community or Public Service.....	401	200	49	355	146	62	986	393	79	7,541	4,094	411	25	5,910	3,145	705
Government Service.....	798	533	11	605	294	5	2,108	1,356	11	1,935	1,516	105	16	15,258	12,274	1,279
Recreation Service.....	48	23	9	76	20	36	114	60	31	1	114	59	18	1,133	480	262
Business Service.....	157	65	11	162	92	11	375	227	33	6	455	284	33	3,765	2,211	306
Personal Service.....	2,252	646	1,094	1,732	654	552	3,866	1,177	1,227	1	4,363	2,034	5	38,500	15,258	13,351
<b>Totals.....</b>	<b>10,363</b>	<b>5,551</b>	<b>2,689</b>	<b>101</b>	<b>6,845</b>	<b>3,427</b>	<b>16,698</b>	<b>8,344</b>	<b>2,793</b>	<b>18,965</b>	<b>11,004</b>	<b>3,241</b>	<b>104</b>	<b>132,072</b>	<b>106,871</b>	<b>34,219</b>
<b>Men.....</b>	<b>5,844</b>	<b>3,369</b>	<b>991</b>	<b>3,580</b>	<b>1,827</b>	<b>700</b>	<b>9,264</b>	<b>5,039</b>	<b>1,525</b>	<b>115</b>	<b>10,183</b>	<b>6,124</b>	<b>89</b>	<b>108,001</b>	<b>65,711</b>	<b>21,787</b>
<b>Women.....</b>	<b>5,119</b>	<b>2,182</b>	<b>1,698</b>	<b>3,265</b>	<b>1,600</b>	<b>568</b>	<b>7,434</b>	<b>3,305</b>	<b>1,268</b>	<b>13</b>	<b>8,822</b>	<b>4,880</b>	<b>15</b>	<b>74,088</b>	<b>41,157</b>	<b>12,422</b>

1. Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, MARCH 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid	Amount of Benefit Paid
				\$
Newfoundland.....	38.8	7,511	163,089	3,513,090
Prince Edward Island.....	7.0	1,058	29,224	569,182
Nova Scotia.....	40.8	9,109	171,230	3,392,650
New Brunswick.....	42.3	10,387	177,718	3,651,447
Quebec.....	252.4	76,544	1,060,047	22,848,255
Ontario.....	240.4	73,512	1,009,875	21,742,016
Manitoba.....	34.0	7,938	142,629	2,970,244
Saskatchewan.....	24.9	5,585	104,753	2,255,979
Alberta.....	36.8	10,727	154,721	3,411,109
British Columbia.....	84.8	21,714	355,967	8,028,074
Total, Canada, March 1958.....	802.2	224,085	3,369,253	72,382,046
Total, Canada, February 1958.....	735.7	251,988	2,943,125	63,307,658
Total, Canada, March 1957.....	498.3	168,726	2,093,065	44,125,523

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, AND SHOWING THE PERCENTAGE POSTAL, BY SEX AND PROVINCE, MARCH 31, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Duration on the Register (weeks)							Percent- age Postal	March 29, 1957 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
CANADA.....	859,639	140,182	65,074	120,421	146,689	192,756	87,431	107,086	41.9	558,811
MALE.....	699,345	113,888	52,836	96,886	117,813	166,010	73,072	78,840	45.4	457,781
FEMALE.....	160,294	26,294	12,238	23,535	28,876	26,746	14,359	28,246	26.7	101,030
Newfoundland.....	37,797	4,363	1,594	4,348	8,481	12,401	3,055	3,555	81.9	25,205
Male.....	36,194	4,141	1,492	4,130	8,156	12,110	2,906	3,259	83.3	24,233
Female.....	1,603	222	102	218	325	291	149	296	49.2	972
Prince Edward Island....	6,680	406	234	587	1,285	3,069	616	483	77.5	4,350
Male.....	5,759	348	198	491	1,087	2,767	526	352	79.6	3,752
Female.....	921	58	36	96	198	312	90	131	63.7	598
Nova Scotia.....	44,235	6,191	2,646	5,543	10,218	10,663	3,763	5,211	59.1	28,571
Male.....	38,954	5,440	2,209	4,716	9,038	9,855	3,380	4,316	61.1	25,118
Female.....	5,281	751	437	827	1,180	808	383	895	44.4	3,453
New Brunswick.....	46,061	6,091	2,741	5,329	7,899	13,091	5,332	5,578	70.7	33,728
Male.....	40,096	5,410	2,416	4,627	6,729	11,872	4,680	4,362	73.3	29,787
Female.....	5,965	681	325	702	1,170	1,219	652	1,216	53.1	3,941
Quebec.....	279,966	48,260	23,206	42,585	43,289	65,254	27,077	30,295	44.7	197,076
Male.....	232,995	39,808	19,696	35,878	35,875	57,075	23,002	21,661	48.5	167,204
Female.....	46,971	8,452	3,510	6,707	7,414	8,179	4,075	8,634	25.7	29,872
Ontario.....	251,274	45,887	20,380	36,667	41,886	46,773	23,010	36,671	28.7	151,367
Male.....	188,451	34,613	15,084	27,277	31,068	37,186	17,743	25,480	28.0	112,589
Female.....	62,823	11,274	5,296	9,390	10,818	9,587	5,267	11,191	22.8	38,778
Manitoba.....	35,851	4,437	2,216	4,462	7,093	8,595	4,748	4,300	36.5	24,023
Male.....	27,691	3,394	1,662	3,124	5,149	7,176	4,014	3,172	42.9	18,286
Female.....	8,160	1,043	554	1,338	1,944	1,419	734	1,128	14.7	5,737
Saskatchewan.....	25,219	2,701	1,321	3,077	4,769	6,949	3,686	2,716	56.5	17,036
Male.....	21,053	2,237	1,046	2,462	3,812	6,136	3,268	2,092	60.9	14,212
Female.....	4,166	464	275	615	957	813	418	624	34.0	2,824
Alberta.....	43,652	8,368	3,320	6,539	7,985	8,061	4,936	4,443	38.1	26,420
Male.....	36,951	7,210	2,736	5,423	6,535	7,273	4,289	3,485	40.4	22,859
Female.....	6,701	1,158	584	1,116	1,450	788	647	958	25.4	3,561
British Columbia.....	88,904	13,478	7,416	11,284	13,784	17,900	11,208	13,834	33.0	51,035
Male.....	71,201	11,287	6,297	8,758	10,364	14,570	9,264	10,661	33.9	39,741
Female.....	17,703	2,191	1,119	2,526	3,420	3,330	1,944	3,173	29.4	11,294

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
MARCH, 1958**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims Filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	7,225	6,489	736	7,291	6,398	893	2,675
Prince Edward Island.....	1,115	945	170	1,065	995	70	257
Nova Scotia.....	10,178	7,282	2,896	10,654	9,671	983	2,367
New Brunswick.....	12,524	9,453	3,071	12,511	11,429	1,082	2,670
Quebec.....	88,384	63,260	25,124	87,282	79,305	7,977	25,243
Ontario.....	78,781	53,132	25,649	79,842	71,485	8,357	18,301
Manitoba.....	8,929	7,030	1,899	8,529	7,574	955	2,109
Saskatchewan.....	5,928	4,776	1,152	5,981	5,292	689	1,484
Alberta.....	13,322	9,527	3,795	12,245	10,887	1,358	4,709
British Columbia.....	26,952	17,773	9,179	24,871	21,435	3,436	8,743
Total, Canada, March 1958....	253,338	179,667	73,671	250,271	224,471	25,800	68,558
Total, Canada, February 1958.	243,907	175,637	68,270	260,495	229,474	31,021	65,491
Total, Canada, March 1957....	195,224	143,269	51,955	194,759	168,707	26,052	60,415

\* In addition, revised claims received numbered 35,813.

† In addition, 36,700 revised claims were disposed of. Of these, 3,642 were special requests not granted and 1,554 were appeals by claimants. There were 5,013 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER  
THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants
1957—March.....	3,987,000	3,414,600	572,400
April.....	3,963,000	3,404,200	558,800
May.....	3,808,000	3,434,400	373,600
June.....	3,828,000	3,577,700	250,300
July.....	3,892,000	3,687,500	204,500
August.....	3,921,000	3,715,200	205,800
September.....	3,925,000	3,716,300	208,700
October.....	3,918,000	3,691,500	226,500
November.....	3,913,000	3,645,000	268,000
December.....	3,967,000	3,563,700	403,300
1958—January.....	4,168,000	3,423,800	744,200
February.....	4,134,200	3,299,500	834,500
March*.....	4,152,300	3,283,000	869,300

\* Preliminary.



**TABLE E-5.—UNEMPLOYMENT INSURANCE FUND  
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1958**

Source: Unemployment Insurance Commission

Fiscal Year ended March 31	REVENUE			EXPENDITURE			BALANCE			
	CONTRIBUTIONS (Gross less refunds)			BENEFIT PAYMENTS						
	Employer and Employee	Government		Fines and Penalties	Interest on Investments and Profit on Sale of Securities	Total Revenue		Ordinary	Supplementary and Seasonal	Total
		\$	cts.							
To 1950	644,786,331 88	128,886,931 60	41,539 99	61,980,796 65	835,704,000 12	252,319,395 71	738,233 80	253,057,627 60	582,646,972 52	
1951	128,744,218 84	25,796,703 41	34,656 50	15,630,847 06	170,209,455 81	83,082,101 75	5,190,949 79	88,273,051 54	664,580,376 79	
1952	153,887,853 49	30,805,704 77	33,344 00	19,046,503 98	203,773,411 24	85,550,677 68	4,504,758 92	90,154,436 60	778,190,351 43	
1953	155,184,595 03	31,036,836 18	36,085 94	22,950,737 44	209,208,254 59	128,874,174 79	7,008,266 57	135,882,441 36	851,585,161 66	
1954	158,673,276 19	31,735,897 61	36,593 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	881,274,133 34	
1955	158,860,300 41	31,771,463 88	36,787 72	26,378,288 64	217,046,829 65	292,757,808 10	24,870,838 12	257,628,646 22	940,692,316 77	
1956	169,726,970 28	33,948,572 66	31,070 00 +	25,005,132 67	228,711,745 61	180,038,064 37	35,167,479 42	215,205,543 79	854,198,518 59	
1957	188,001,489 34	37,587,449 77	43,826 63	26,039,086 03	251,671,851 77	201,190,193 03	30,099,325 67	231,295,718 70	874,574,651 66	
To 1957	1,757,895,079 46	351,569,530 18	294,144 55	223,134,876 71	2,332,863,630 90	1,338,387,316 46	119,401,662 78	1,458,288,979 24	874,574,651 66	
April	15,206,793 82	2,999,908 76	3,681 66	2,167,493 75	20,160,877 99	33,295,656 02	7,079,027 92	40,374,683 94	854,607,845 71	
May	15,083,732 64	3,089,062 89	3,388 40	284,612 26	18,467,786 19	26,249,196 58	.....	26,249,196 58	846,819,435 32	
June	15,021,633 50	2,943,617 85	3,023 47	2,272,289 40	20,210,554 22	14,350,727 76	.....	14,350,727 76	852,739,251 78	
July	17,247,401 41	3,447,485 65	3,615 10	2,372,308 15	23,070,810 31	13,776,646 25	.....	13,776,646 25	862,023,425 84	
August	15,760,354 64	3,195,337 52	2,988 77	2,408,448 32	21,367,129 35	13,010,710 45	.....	13,010,710 45	870,379,844 64	
September	16,010,864 73	3,191,741 24	3,153 24	2,358,987 61	21,655,746 82	13,786,969 73	.....	13,786,969 73	878,248,621 73	
October	16,720,914 67	3,376,830 41	3,957 70	2,755,659 23	22,887,359 01	16,395,464 48	.....	16,395,464 48	884,800,516 26	
November	16,035,563 50	3,205,299 47	4,800 64	2,356,477 86	21,002,141 47	18,961,516 48	.....	18,961,516 48	887,441,141 25	
December	16,190,473 26	3,238,501 82	5,042 57	2,502,808 78	21,936,826 43	20,090,050 04	2,017,773 23	31,907,823 27	877,470,144 41	
January	16,765,637 75	3,353,733 35	4,078 44	2,057,941 15	22,154,380 69	48,526,541 35	12,207,552 96	60,734,094 31	838,917,440 70	
February	15,017,782 63	3,002,326 52	3,845 89	889,989 98	18,913,045 02	48,032,551 48	19,782,724 35	63,283,994 04	794,547,091 77	
March§	16,147,827 55*	3,228,859 93	4,612 87	1,945,016 07	21,327,216 42	52,575,448 18	.....	52,575,448 18	713,516,135 66	
Sub-Total	191,299,980 10	38,272,705 41	46,188 75	24,402,629 56	254,021,483 82	327,911,478 80	57,168,521 02	385,079,999 82	743,516,135 66	
Total	1,949,165,039 56	389,842,235 59	340,333 30	247,537,506 27	2,586,885,114 72	1,666,298,795 26	177,070,183 80	1,843,368,979 06	743,516,135 66	

\* Stamps \$7,232,091.36, meter \$1,553,515.89, bulk \$7,325,699.02, D. V. A. \$38,521.23.

† Penalties from 1 October 1955.

‡ Seasonal from 1 January 1956 (Estimated).

§ Figures for March 1958 and totals are subject to revision.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	120.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—May.....	121.1	116.7	134.2	108.5	119.2	126.3
June.....	121.6	117.7	134.8	108.4	119.1	126.5
July.....	121.9	118.2	135.1	108.4	119.6	126.5
August.....	122.6	120.2	135.3	108.2	119.7	126.9
September.....	123.3	121.9	135.6	108.3	119.8	127.1
October.....	123.4	121.7	135.9	108.7	120.1	127.4
November.....	123.3	120.2	136.3	109.8	120.5	127.7
December.....	123.1	118.8	136.7	109.9	120.6	128.4
1958—January.....	123.4	119.4	136.6	108.8	120.8	129.1
February.....	123.7	119.9	136.9	108.8	120.8	129.5
March.....	124.3	121.3	137.1	109.5	121.1	129.6
April.....	125.2	123.4	137.6	109.8	121.3	130.1
May.....	125.1	122.7	137.9	110.0	120.7	130.6

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF APRIL 1958**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	April 1957	March 1958	April 1958					
(1) St. John's, Nfld.....	108.7	110.7	111.9	110.6	111.3	103.2	108.5	121.3
Halifax.....	119.4	122.7	123.5	117.8	131.4	115.5	125.4	131.1
Saint John.....	122.1	124.9	125.4	119.5	134.7	117.1	121.5	137.0
Montreal.....	120.5	125.9	125.6	127.4	141.1	107.3	119.0	128.7
Ottawa.....	122.4	125.1	125.7	122.7	144.3	111.7	118.7	131.3
Toronto.....	124.2	128.2	128.9	123.7	153.2	113.4	121.6	133.4
Winnipeg.....	119.2	122.4	123.3	122.6	129.6	114.9	117.5	129.3
Saskatoon-Regina.....	117.9	121.1	121.7	120.4	120.1	119.1	122.5	124.8
Edmonton-Calgary.....	117.7	120.4	121.3	119.0	123.3	116.0	119.9	127.3
Vancouver.....	122.2	124.5	125.9	124.2	135.9	113.4	128.0	128.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-APRIL 1957-1958††**

Preliminary, subject to revision

Month	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1958						
January.....	23†	23	9,364†	9,364	169,880	0.18
February.....	19	31	6,506	13,921	63,400	0.07
March.....	26	39	13,173	15,196	132,325	0.14
April.....	23	32	5,983	11,964	122,470	0.13
Cumulative Totals.....	<b>91</b>		<b>35,026</b>		<b>488,075</b>	<b>0.13</b>
1957						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
Cumulative Totals.....	<b>88</b>		<b>26,017</b>		<b>225,060</b>	<b>0.06</b>

† Strikes unconcluded at the end of the previous year are included in these totals.

†† The record of the Department includes lockouts as well as strikes but a lockout or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.



**TABLE G-2—STRIKES AND LOCKOUTS APRIL 1958, INVOLVING 100 OR MORE WORKERS**

Preliminary, subject to revision

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>(1)</sup>	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					April	To Date		
			In Progress Prior to April 1958					
MINING— Other— Canadian Gypsum Co. Ltd., Westworth and Hantsport, N.S.	Nova Scotia Quarry Workers' Union No. 294, CLC.	(2) 300	Oct. 31 1957	.....	7,500	46,050	Wages, hours, union security and fringe benefits.	.....
	MANUFACTURING— Clothing— Hyde Park Clothes Ltd., Montreal, Que.	Amalgamated Clothing Workers of America, AFL-CIO/CLC.	278	Mar. 17	.....	5,835	7,570	Union recognition.
CONSTRUCTION— Heavy Construction Association of B.C. Vancouver, B.C.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, No. 213, CLC.	3,000	Mar. 4	Apr. 30	63,000	124,000	Wages and fringe benefits.	Return of workers.
Jamieson Construction, Port Alberni, B.C.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 213, CLC.	150	Mar. 12	Apr. 29	2,850	4,510	Wages.	Referral to arbitration.
TRANSPORTATION AND COMMUNICATION— Northern Electric Co. Toronto, London, Frances, Belleville, Fort Ont.; Regina, Sask.; Calgary, Alta.; Vancouver, B.C.	Communications Workers of America, No. C4.	2,114	Mar. 24	Apr. 17	23,250	35,935	Wages.	Increased wages, overtime for office workers and \$80.00 retroactive pay.
MINING— Coal— Dominion Coal Co., Ltd., No. 20 Colliery, Glace Bay, N.S.	United Mine Workers of America, No. 4529, IND.	891	Apr. 7	Apr. 9	1,780	1,780	Disciplinary action.	Return of workers, grievance procedure.
	Dominion Coal Co., Ltd., No. 4 Colliery, Glace Bay, N.S.	753	Apr. 16	Apr. 21	2,260	2,260	Absent employees job filled by another workman.	Return of workers pending investigation of grievance committee.

TABLE G-2—STRIKES AND LOCKOUTS APRIL 1958, INVOLVING 100 OR MORE WORKERS

Preliminary, subject to revision

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>(1)</sup>	Date Terminated or Lapsed	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					April	To Date		
			Commencing in April 1958					
Dominion Coal Co., Ltd., No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4526, IND.	1,015	Apr. 18	Apr. 21	1,015	1,015	Protesting cut on surface force.	Return of workers pending investigation by grievance committee.
Dominion Coal Co., Ltd., No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 4526, IND.	1,015	Apr. 22	Apr. 24	1,015	1,015	Dispute over long wall operation	Return of workers pending discussion of their grievances.
MANUFACTURING— Wood— Hay & Co., Ltd., Woodstock, Ont.	International Union of United Automobile, Aircraft and Agricultural Implement Workers of America, No. 636, AFL-CIO/CLC.	262	Apr. 16	.....	2,880	2,880	Wages.	.....
Iron and Steel— S.K.D. Manufacturing Company Limited, Amherstburg, Ont.	International Association of Machinists, No. 890, AFL-CIO/CLC.	125	Apr. 23	Apr. 25	185	185	Protesting demotion of fellow worker.	Return of workers.
CONSTRUCTION— National Association of Master Plumbers & Heating Contractors, Vancouver, B.C.	United Association of Journeymen and Apprentices of Plumbing and Pipefitting Industry, No. 170, AFL-CIO/CLC.	③ 1,000	Apr. 30	.....	500	500	Wages.	.....
SERVICE— Hotelmen's Association, Toronto, Ont.	Hotel and Restaurant Employees and Bartenders International Union, No. 280, AFL-CIO/CLC.	500	Apr. 18	Apr. 29	4,500	4,500	Wages.	A \$2.00 wage increase for bartenders and waiters, \$1.00 of which is retroactive to July 1957, with a further increase July 1, 1958 and a reduction in the work week.

<sup>(1)</sup> In this table the date began is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.<sup>(3)</sup> 43 indirectly affected; ③ 10 indirectly affected.



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